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HANDBOOK OF AMERICAN TRADE-UNIONS

1929 EDITION

UNITED STATES DEPARTMENT OF LABOR
JAMES J. DAVIS, Secretary
BUREAU OF LABOR STATISTICS
ETHELBERT STEWART, Commissioner

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HANDBOOK OF AMERICAN TRADE-UNIONS

1929 EDITION

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BULLETIN OF THE

U. S. BUREAU OF LABOR STATISTICS

NO. 506 WASHINGTON NOVEMBER, 1929

HANDBOOK OF AMERICAN TRADE-UNIONS

Introduction

THE first Handbook of American Trade-Unions (Bulletin No. 420 of the Bureau of Labor Statistics) was the result of an effort to list all of the existing labor organizations of the United States having national entity and significance. It presented for each of the organizations listed information dealing with its relation to the American Federation of Labor; a brief account of its origin and history; jurisdiction, both trade and territorial; form of government; qualifications for membership; apprentice system; methods of negotiating agreements with employers; benefits paid; official organ; location of headquarters; extent of organization; and total membership.

This bulletin has proved very useful as a reference work and encyclopedia of labor organizations. In view of important changes which have taken place since it was published, in October, 1926, and the value of keeping the information up to date as nearly as practicable, a revision of the original handbook is presented herewith.

The revised work follows the same plan and policies as those outlined in Bulletin No. 420. It deals only with bona fide labor organizations functioning nationally in June, 1929, and disregards entirely unions which are purely local in character, works councils, and those organizations which are or may be fairly regarded as company unions.

The revision was made with the helpful cooperation of the organizations themselves. The responsible executive of each union was asked to amend or correct the data covering his organization, and to bring them to date. In this way the bureau obtained the latest authoritative information.

As was to be expected, some organizations in the earlier issue have passed out of existence and do not appear in the present work, while others have sprung up since and are listed, at least tentatively, as national bodies.

The organizations which have ceased to function since 1926 are: The Order of Railway Expressmen and the American Federation of Express Workers, which have returned to the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station

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Employees, from which both had seceded; the National Window Glass Workers, a union of skilled handicraftsmen which disbanded in 1928 because of the universal use of machinery in window-glass manufacture; the International Brotherhood of Steam Shovel and Dredge Men, which returned to the ranks of American Federation of Labor unions by amalgamating in 1927 with the International Union of Operating Engineers; the International Pocketbook Workers' Union, which has become part of the United Leather Workers' International Union; the Tunnel and Subway Constructors' International Union, which merged with the International Hodcarriers, Building and Common Laborers' Union in 1929; two railroad unions, the International Association of Railroad Supervisors of Mechanics and the American Brotherhood of Railway Track Foremen and Allied Brotherhood of Railway Track Laborers, the disposition of which has not been definitely determined, but which probably have been absorbed by the American Federation of Labor unions covering those jurisdictions; and three small independent groups which have died out—the Amalgamated Tobacco Workers, the Amalgamated Metal Workers, and the Sawsmiths' Union. The last mentioned has retained one small local organization in Indianapolis.

The Order of the Knights of Labor has been eliminated in this revision, because it is no longer regarded as a national economic organization within the meaning used in the handbook.

The Brotherhood of Sleeping Car Porters, mentioned in Bulletin No. 420 (p. 78) as in process of formation, while not ceasing to function, has changed its form of organization. The local unions formed under the brotherhood have recently become directly affiliated with the American Federation of Labor and are treated in this bulletin as American Federation of Labor local unions (p. 6) and not as a national entity.

Three new organizations made up of the radical "left-wing" element in their several fields have come into existence within the past year. Two of these are secessionist groups, and because their inception is so recent their stability is problematic. Moreover, in all three cases the organizations were unable, and to some extent unwilling, to furnish all the information necessary to a complete outline of their structure and activities. Hence, no attempt is here made to treat them in detail. The three organizations in question are the National Textile Workers' Union, the National Miners' Union, and the Needle Trades Workers' Industrial Union.

The National Textile Workers' Union is an expansion and later development of the United Front, referred to in Bulletin No. 420 (p. 133) as "a sporadic organization with Industrial Workers of the World affiliations which is active only during strikes. Its membership is shifting and uncertain and it has no definite officers or headquarters." Since then, however, it has adopted a constitution and elected general officers and has expanded into a national organization known as the National Textile Workers' Union, with headquarters at 104 Fifth Avenue, New York City. Membership has been increased both by organizing work in unorganized fields, particularly in the new textile centers of the South, and by drawing upon disaffected groups in the older textile unions, especially among the silk workers. A journal, the National Textile Worker, has been started.

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The National Miners' Union was founded in September, 1928, as the result of a secession movement away from the United Mine Workers of America following the strike of 1927–28. Headquarters are at 119 Federal Street NS., Pittsburgh, Pa.

The Needle Trades Workers' Industrial Union was organized in January, 1929, by "left-wing" secessionist groups of fur workers and of garment workers in the International Ladies' Garment Workers' Union. Headquarters are at 16 West Twenty-first Street, New York City. This organization made no response to requests for data, and the information here presented is based largely on press reports. Whether or not this union has any existence outside New York City is not known.

The Associated Silk Workers, treated in Bulletin No. 420 (p. 133) as a local body, is here listed as a national organization.

It has been found in using the handbook that the seriatim arrangement did not bring out interrelationships in the case of dual organizations in a manner to make them clear to persons not entirely familiar with the labor movement. The bureau has attempted in the present work to remedy that defect by prefacing each industrial division with a new section, which is a résumé of the organizations within that division and their connections with each other, particularly where trade jurisdictions are confused. Where organizations seem to be merely duplications of each other an effort has been made to distinguish between them with sufficient definiteness to make them easy to identify.

Often this confusion arises out of the similarity of names of the dual organizations. Cases in point are the Railroad Yardmasters of America and the Railroad Yardmasters of North America, the National Federation of Post Office Clerks and the United National Association of Post Office Clerks, the United Leather Workers' International Union and the United Leather Workers' International Union of America.

Dual unionism is not always created by organizations within and without the American Federation of Labor. It sometimes exists when neither organization is affiliated. The railroad yardmasters' organizations are instances of this situation.

One hundred and forty-six organizations are included in this handbook. Of these, 106 are affiliated to the American Federation of Labor. The membership figure used in the bulletin is that reported to the bureau by the organization, except in cases of certain unions which do not divulge their membership. The membership of unions following the latter policy can, however, be determined in the case of affiliated unions, since their voting strength in the American Federation of Labor is based upon the number of members in good standing as recognized by the federation. Some unaffiliated unions have reported their membership to the bureau in confidence, and while these figures may not be published separately, they are included in the aggregate number of trade-union members in all organizations.

The total membership of the international unions in the American Federation of Labor, as shown from the following data, is 3,485,141. This, together with 25,286 additional in directly affiliated local unions, gives the American Federation of Labor a total membership of 3,510,427. The membership of unions outside the federation,

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including the Industrial Workers of the World, is 820,824, giving an aggregate of 4,331,251. This is exclusive of the three new organizations, the membership of which is not known.

These figures, however, include the Canadian membership of the international unions. The Department of Labor of Canada gives the following figures of Canadian membership in American unions for the calendar year 1928: 148,609 in American Federation of Labor unions and 42,708 in independent organizations, a total of 191,317. Eliminating this figure from the aggregate membership leaves 4,139,934 union members in the United States and its possessions.

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AMERICAN FEDERATION OF LABOR

THE American Federation of Labor was the outgrowth of the movement of skilled craftsmen away from the form of organization practiced by the Knights of Labor. Promoted chiefly by the molders, cigar makers, printers, iron and steel workers, and lake seamen, organized as assemblies of their respective trades under the Knights of Labor, a convention was held in Pittsburgh, Pa., at which the Federation of Trades and Labor Unions was organized on November 15, 1881. The name under which the second convention was held, in 1882, was Federation of Organized Trades and Labor Unions of the United States of America and Canada.

This organization was loosely formed and operated under a platform rather than a constitution. A legislative committee served in the capacity of executive and steering committee, and the chairman of the legislative committee presided at the annual sessions.

The sixth annual convention of the Federation of Organized Trades and Labor Unions, held at Columbus, Ohio, in December, 1886, adjourned as such after the second day and resolved itself immediately into the first convention of the American Federation of Labor. Twenty-five national labor organizations were represented. Samuel Gompers became the first president of the reorganized federation. By the time the second convention was held a formal constitution had been drawn up, which was adopted at the convention of 1887, held at Baltimore, Md.

During the first two decades after its establishment, the American Federation of Labor took into membership and chartered as affiliated bodies all the organizations that appplied for affiliation. In consequence, more than one union in the same industry or even in the same craft held membership at the same time. For example, both the Amalgamated Society of Carpenters and Joiners and the United Brotherhood of Carpenters and Joiners held membership in the federation for years.

However, with the development in 1907 of departments to include all the unions in the largest industries, the policy of "one craft, one union," was adopted and carried out. This involved the merging of those unions which exercised jurisdiction in the same or similar trades, and reduced the number of affiliated international organizations.

The carrying out of this policy resulted as well in a number of expulsions from the federation of unions which refused to merge their identity and which, by becoming independent, created what, from the viewpoint of the American Federation of Labor, are known as dual, or "outlaw" organizations.

There are at present 106 national and international unions affiliated to the American Federation of Labor. These are treated in detail in the following sections.

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LOCAL UNIONS

In addition to the autonomous national and international trade organizations comprising it, the American Federation of Labor contains 383 organized bodies known as local trade and Federal labor unions which are chartered and governed directly by the federation itself.

LOCAL TRADE-UNIONS

A directly affiliated local trade-union is composed of workers in a trade which is not organized nationally, or the national organization of which is not affiliated with the American Federation of Labor. When these directly affiliated local organizations within a given trade become sufficiently numerous and represent a substantial number of workers, they form the nucleus of a national union of that trade. Many of the existing international unions were organized from directly affiliated local craft unions.

Recently a policy has been adopted by the American Federation of Labor which is a variation of the former custom of creating national organizations out of local craft unions. The Pullman porters' organization is a case in point, and will serve to illustrate the policy referred to. The porters began organizing nationally in 1925, under the title "Brotherhood of Sleeping Car Porters." It was an independent organization, with headquarters in New York City. In 1929 it requested membership in the American Federation of Labor, but in the opinion of the federation it was not strong enough to function nationally. Therefore, instead of issuing to the brotherhood a charter of affiliation to the American Federation of Labor, the federation has chartered under its own immediate jurisdiction, as directly affiliated local unions, the locals of porters which had formerly composed the brotherhood. As this movement is under way at the present time, and charters are still being issued to the local unions of porters, no definite figures on the number of locals or total membership can be given.

An instance of workers organized into directly affiliated local unions in a jurisdiction covered by an unaffiliated national organization is that of the post-office laborers, who have 14 local unions chartered directly by the American Federation of Labor, while other workers of the same class are organized into two independent unions, the National Association of Post Office Laborers of the United States and the National Alliance of Postal Employees (see pp. 194, 195).

Unions of negro workers in a jurisdiction covered by an international union which does not admit negroes are also chartered by the American Federation of Labor as directly affiliated trade-unions. The outstanding instance of direct affiliation of this character is the negro baggage men, freight handlers, and station employees in railroad service. This jurisdiction is held by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (p. 80), but it does not admit negroes to membership. Hence, there are 21 directly affiliated local unions covering colored workers of that kind.

Other important occupations in which such organization as exists is found in directly affiliated American Federation of Labor local

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trade-unions are: Public service employees, embracing State, city, and county employees, police, library attendants, sanitary inspectors, etc., of whom there are 29 unions; stenographers, bookkeepers and office clerks, organized into 21 local unions; theater attendants, including ushers, ticket sellers and takers, wardrobe mistresses and dressers, in which callings there are 29 locals; and hospital nurses and attendants.

There are also unions in direct affiliation to the American Federation of Labor in jurisdictions which are definitely covered by international unions belonging to the federation. This is notably true of cleaning and dyeing, work which comes under the jurisdiction of the Journeymen Tailors' Union, but shared in certain instances with the Laundry Workers' International Union, by agreement between the two internationals. Badge and lodge paraphernalia workers, chartered by the American Federation of Labor, are included in the jurisdiction of the International Jewelry Workers' Union. Paper bag and envelope makers are also chartered as directly affiliated locals, although the International Brotherhood of Paper Makers claims jurisdiction.

The reasons given by the American Federation of Labor for this apparently chaotic situation are various, having to do generally with unsettled jurisdictional disputes or instability in the international union itself.

Three other crafts now organized as American Federation of Labor locals, the sawmill workers and woodsmen, the slate workers, and the goldbeaters, have been represented in the past by national organizations. They have, however, collapsed as national unions, the charter of the sawmill workers and woodsmen (International Union of Timber Workers) having been surrendered in 1922; that of the slate workers (American Brotherhood of Slate Workers), in 1913; and that of the goldbeaters (National Goldbeaters' Protective Union), in 1908.

Miscellaneous crafts and occupations chartered directly by the American Federation of Labor are egg candling, sail and tent making, bathtub enameling, hair spinning, tire repairing, button making, canning, gardening, embalming, and automobile and aircraft manufacture.

FEDERAL LABOR UNIONS

A Federal labor union is composed of workers in localities where no national or local trade-union exists. It may include any number of different crafts and callings, and is somewhat analogous to the "mixed assemblies" of the old Knights of Labor. "A local union composed of one trade or calling exclusively is not a Federal labor union." (American Federation of Labor law.)

The members of a Federal labor union are chiefly unskilled workers in unclassified occupations.

STATE FEDERATIONS AND CENTRAL LABOR UNIONS

State federations of labor are delegate bodies composed of representatives from all the affiliated national and international unions, American Federation of Labor local unions, and city central bodies

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within the State. There is one in each State in the United States and one in Porto Rico.

The function of a State federation is chiefly legislative and propagandist.

Central labor unions, or "city centrals," are also delegate bodies made up of representatives of all the affiliated local unions in a city or town. Some international unions require their local unions to affiliate with the central body if one exists, and it is the general policy of international unions even when it is not a constitutional requirement. American Federation of Labor locals must be represented in central bodies.

The central labor unions meet weekly, as a rule, and serve as clearing houses for the varied labor activities of their localities. They may serve in negotiating agreements and as a medium of arbitration and conciliation in disputes. Like the State federations, they are also legislative and propagandist organizations. Frequently they take an active part in strikes, and one of the most important phases of their work is promoting the union label.

City centrals are chartered by the American Federation of Labor, and under American Federation of Labor law only delegates representing unions affiliated to the Federation are eligible. ("Central bodies can not seat delegates from suspended, seceded, dual, or unaffiliated unions."—American Federation of Labor law.)

There are 795 of these central bodies in the United States and Canada, covering all the States, Panama, and Porto Rico.

DEPARTMENTS

There are four departments in the American Federation of Labor: Building trades, metal trades, railway employees, and union-label trades.

These departments, under American Federation of Labor law, are "the official method of the American Federation of Labor for transacting the portion of its business indicated by the name of the department."

Each department, however, manages and finances its own affairs, holds a convention distinct from that of the American Federation of Labor, and functions independently within the limits set by the constitution of the federation.

The two largest departments—building trades and metal trades—function through local councils of the industries. It was the intention of the American Federation of Labor that all the organizations concerned should be represented in their respective departments and local councils. To that end it was hoped that the international unions would adopt a policy of requiring their locals to become affiliated with the industrial councils in their territorial jurisdiction. However, not all the internationals have adopted a policy of compulsion in this regard. In consequence, not all local councils in the two industrial groups represent all the local unions in those industries. But as a rule the councils do represent most, if not all, of the craft organizations eligible to membership.

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BUILDING TRADES DEPARTMENT

The Building Trades Department was established in February, 1908, as the first result of action taken at the 1907 convention of the American Federation of Labor declaring that "for the greater development of the labor movement departments subordinate to the American Federation of Labor are to be established."

The nucleus of the Building Trades Department already existed in the Structural Building Trades Alliance of America, a combination of building-trades unions founded in Indianapolis in 1903. This alliance was independent of the federation, although composed chiefly of American Federation of Labor international unions.

Following its adoption of a policy of group or industrial divisions, the federation met the alliance in conference and recrganized it as the Building Trades Department of the American Federation of Labor.

The declared objects of the department are "the encouragement and formation of local organizations of building-trades men and the conferring of such power and authority upon the several locals of this department as may advance the interests and welfare of the building industry; to adjust trade disputes along practical lines as they arise from time to time; and to create a more harmonious feeling between employer and employee."

Membership in the Building Trades Department is "confined to national and international building-trades organizations that are affiliated to the American Federation of Labor and which are universally employed in the building industry either in erection, repair, or alteration."

The department recognizes "the justice of trade jurisdiction" and aims "to guarantee to the various branches of the building industry control of such work as rightfully belongs to them and to which they are justly entitled."

To that end the constitution of the department provides for a board of arbitration to act on "all cases of trade disputes between affiliated organizations on questions of jurisdiction." The board is composed of one representative from each of the contesting parties and a building-trades man selected by the president of the Building Trades Department. Decisions of the board are "binding on all parties concerned" but are subject to appeal to the executive council or to the convention of the Building Trades Department.

The Building Trades Department is governed by an executive council composed of president and six vice presidents, no two members of which may belong to or represent the same international union. The president is the chief administrative officer.

Building Trades Councils

The department operates through local building trades councils organized in cities and towns, membership in which is made up of the locals in each city and town of the international unions comprising the Building Trades Department. The councils are delegate bodies, representation being based upon the total membership of each affiliated local. The constitution and by-laws governing local councils are imposed by the department.

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Trade movements and strikes must first receive sanction of the national or international union of the craft involved and then of the local building trades council. When a strike is called the local council "shall have full jurisdiction," and the business agent of the council "shall have full power to order all strikes when instructed to do so by the council or its executive board."

State building trades councils may be organized at the option of the local councils, and when organized are chartered by the department with "power to make their own laws in conformity with the laws of the department."

Organization

The 17 international unions comprising the Building Trades Department are:

Asbestos Workers, International Association of Heat and Frost Insulators and.
Bridge and Structural Iron Workers, International Association of.
Carpenters and Joiners, United Brotherhood of.
Electrical Workers, International Brotherhood of.
Elevator Constructors, International Union of.
Engineers, International Union of Operating.
Granite Cutters' International Union.
Hod Carriers, Building and Common Laborers' Union, International.
Lathers, International Union of Wood, Wire and Metal.
Marble, Stone, and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers, International Association of.
Metal Workers' International Association, Sheet.
Painters, Decorators, and Paperhangers, Brotherhood of.
Plasterers and Cement Finishers, International Association of Operative.
Plumbers and Steamfitters, United Association of Journeymen.
Roofers, Damp and Waterproof Workers' Association, United Slate, Tile, and Composition.
Stonecutters' Association of America, Journeymen.
Teamsters, Chauffeurs, Stablemen, and Helpers, International Brotherhood of.

State councils: States having State building-trades councils and the number of local councils therein are: California, 27; Connecticut, 13; Indiana, 20; Massachusetts, 22; Michigan, 8; New Jersey, 21; New York, 31; Ohio, 24; Oklahoma, 11. *Total*, 9 States, 177 local councils.

Local councils: *United States*—Alabama, 2; Arizona, 1; Arkansas, 2; Colorado, 5; Delaware, 1; District of Columbia, 1; Florida, 6; Georgia, 2; Idaho, 3; Illinois, 31; Iowa, 9; Kansas, 2; Kentucky, 4; Louisiana, 5; Maine, 3; Maryland, 3; Minnesota, 4; Mississippi, 3; Missouri, 4; Montana, 3; Nebraska, 3; Nevada, 1; New Hampshire, 2; North Carolina, 3; North Dakota, 1; Oregon, 4; Pennsylvania, 33; Rhode Island, 2; South Carolina, 2; South Dakota, 2; Tennessee, 4; Texas, 11; Utah, 1; Virginia, 4; Washington, 11; West Virginia, 5; Wisconsin, 9; Wyoming, 2. *Canada*—Alberta, 2; British Columbia, 1; Manitoba, 1; New Brunswick, 1; Nova Scotia, 1; Ontario, 10; Quebec, 1. *Total*, 211.

The Building Trades Department holds an annual convention, preceding the convention of the American Federation of Labor. Vice presidents are elected annually in convention, while the salaried officers (president and secretary-treasurer) are elected every third year. The headquarters of the department are in the American Federation of Labor Building, Washington, D. C.

METAL TRADES DEPARTMENT

The Metal Trades Department of the American Federation of Labor was established as a department in June, 1908. A federation of some of the metal trade-unions had been functioning since 1900,

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when the Federated Metal Trades was organized. While not all of the metal trades were included, the federation organized local metal trades councils in various cities. It was an independent organization, but when the departmental program was undertaken by the American Federation of Labor, the Federated Metal Trades, with its nucleus of industrial federation in the metal industry, was taken over and chartered as the Metal Trades Department of the American Federation of Labor. Thereafter the affiliated metal trades-unions in the American Federation of Labor which had not been identified with the Federated Metal Trades became members of the Metal Trades Department.

The purpose of the department, as declared in its constitution, is "the encouragement and formation of local metal trades councils and the conferring of such power and authority upon the various local organizations of this department as may advance the interest and welfare of the metal industry"; to "adjust trade disputes"; and "to use its good offices in assisting affiliated national and international unions in the adjustment of any dispute arising over a question of jurisdiction."

It is governed by an executive council consisting of the president, secretary-treasurer, and six vice presidents, no two of whom shall be representatives of the same organization. The president "exercises supervision over the Metal Trades Department throughout its jurisdiction."

Membership in the department is "confined to national and international metal trades-unions which are chartered by and affiliated to the American Federation of Labor, and metal trades councils chartered by and affiliated to the department, and which are employed in the metal industries."

Local metal trades councils are formed wherever "there exists three or more local unions of trades" affiliated to the Metal Trades Department. These councils are governed by the laws and constitution of the department, and any by-laws adopted for local government must be approved by the executive council of the department. The territorial jurisdiction of a local council is determined by the executive council.

Trade movements and strikes undertaken by a local council must be sanctioned by the international officers of all local organizations involved and by the department before being carried out.

Organization

The 15 national and international unions comprising the Metal Trades Department are:

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of.
Boilermakers and Iron Shipbuilders of America, International Brotherhood of.
Draftsmen's Unions, International Federation of Technical Engineers, Architects and
Electrical Workers of America, International Brotherhood of.
Engineers, International Union of Steam and Operating.
Firemen and Oilers, International Brotherhood of Stationary.
Foundry Employees, International Brotherhood of.
Iron Workers, International Association of Bridge, Structural and Ornamental.
Machinists, International Association of.
Metal Polishers' International Union.

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Molders' Union of North America, International.
Pattern Makers' League of North America.
Plumbers, Gas Fitters, Steam Fitters and Helpers, United Association of.
Sheet Metal Workers, International Association.
Stove Mounters' International Union.

Metal trades districts: There are three districts known as "metal trades districts," over which a district council has jurisdiction. These are. Canadian (Montreal), Delaware River (Philadelphia), New England (Portsmouth, N. H.).

State councils: There are two State metal trades councils the Virginia State Metal Trades Council and the New York State Metal Trades Council. Headquarters for the Virginia State council are located in Richmond. The New York State Headquarters are in the city of New York.

Local metal trades councils: *United States*—Arizona, 3; California 3; Colorado, 1; Connecticut, 3; Delaware, 1; District of Columbia, 1; Florida, 1; Illinois, 1; Indiana, 2; Kentucky, 1; Louisiana, 1; Massachusetts, 3; Maryland, 1; Maine, 2; Minnesota, 1; Montana, 3; Missouri, 1; New Hampshire, 1; Nebraska, 1; New Jersey, 2; New York, 6; Ohio 4; Oregon, 1; Pennsylvania, 6; Rhode Island, 2; South Carolina, 1; Texas, 1; Washington, 3; Wisconsin, 3; Virginia, 2; Canal Zone, 1. *Canada*—Nova Scotia, 1; Ontario, 2; Quebec, 2. *Total*, 68.

The Metal Trades Department holds a convention annually at a time and place designated by the executive council. The custom is for the Metal Trades Department to meet in convention three days prior to the convening of the convention of the American Federation of Labor. The officers are elected annually in convention.

The headquarters of the Metal Trades Department are in the American Federation of Labor Building, Washington, D. C.

RAILWAY EMPLOYEES DEPARTMENT

The Railway Employees Department was organized in November, 1908. It grew out of a movement, begun several years earlier, toward amalgamation into system federations of the various organizations in the railroad-shop crafts. The department at first functioned principally as a legislative and organizing medium in which the affiliated organizations had very little part. After the strike on the Harriman lines, in 1912, a conference of the shopcraft unions on 40 railroad systems was held in Kansas City, looking toward unity and a more militant program. The outcome of this conference was the formation of a Federation of System Federations. At the convention of the Railway Employees Department held at Rochester, N. Y., later in 1912, the constitution, policies, and officers of the Federation of System Federations were indorsed and accepted by the Railway Employees Department.

The platform of the department "aims to bring within the organization all railway employees; to shorten the hours of labor to 44 per week—5 days of 8 hours and 4 hours on Saturday; to establish a minimum wage scale for all employees in all branches of railway service; to bring about a uniform agreement; * * * to prevent strikes and lockouts wherever possible."

The department is composed of "national and international and brotherhood organizations of railway employees recognized as such, duly and regularly chartered by the American Federation of Labor." It is divided into three autonomous sections: Section 1, switchmen; section 2, the various member organizations covering railroad shops; and section 3, the stationary firemen and oilers and the maintenance-of-way employees.

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The Railway Employees Department is governed by the president, vice president, and secretary-treasurer, elected at the biennial convention, and an executive council composed of the international presidents of the component organizations. The president is "the supreme executive officer, subject to the directions of the executive council in all matters wherein authority is not specifically conferred upon the president alone, or upon other officers of the department."

The unit of organization is the system federation, composed of not less than three local craft unions, members of organizations holding membership in the department, on any railroad system. A railroad system is defined in the constitution as "a railway under one general manager."

System federations are chartered by the department, hold their own conventions, adopt by-laws for local government subject to the approval of the president, and elect their own officers.

Agreements presented by system federations for negotiation with railroad managements must be approved by the president and the executive council of the department before negotiations are begun.

Machinery for the adjudication of jurisdictional disputes provides: First, that "there shall be no withdrawal of workmen from any system by a component or subordinate organization" pending adjustment; second, "that a committee of one from each craft employed at the local point" where the dispute arises "shall by a majority vote decide such dispute," such decision to be "accepted by all craftsmen represented at the local point." Thereafter, the general chairman of each craft on the system shall formulate a policy covering the point at issue, based on the findings of the local committee. If agreement is not reached through these two avenues, appeal is taken to the president of the department, whose decision is "to be final and binding on all crafts represented until reversed by an action of the executive council or a convention of the Railway Employees Department."

Organization

The nine organizations comprising the Railway Employees Department are:

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of.
Boilermakers, Iron Shipbuilders, and Helpers, International Brotherhood of.
Carmen, Brotherhood of Railway.
Electrical Workers, International Brotherhood of.
Firemen and Oilers, International Brotherhood of Stationary.
Machinists, International Association of.
Maintenance of Way Employees, Brotherhood of.
Metal Workers' International Association, Sheet.
Switchmen's Union of North America.

There are active system federations, working under federation agreements with the management, on 62 railroads in the United States and all the roads in Canada.

Headquarters of the Railway Employees Department are in the America Fore Building, 844 Rush Street, Chicago, Ill.

UNION LABEL TRADES DEPARTMENT

The Union Label Trades Department was organized in April, 1909. It is composed of "national and international unions regularly chartered by and affiliated to the American Federation of

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Labor using labels, cards, or buttons on the products of their members to designate membership therein."

It was organized "to promote a greater demand for products bearing the union label and of labor performed by union workers; to investigate into, devise, recommend, and within the limits of its authority carry into effect methods for the advertisement of union-label products."

Control over the laws and trade regulations governing the use of union labels remains with the affiliated organizations, and the department has no authority over their issuance or use. It is merely an educational and publicity medium in promoting a demand for union labels.

The department holds a convention each year just preceding the convention of the American Federation of Labor, at which its officers are elected. The executive board consists of a president, five vice presidents, and secretary-treasurer. The secretary-treasurer is the full-time salaried official, charged with the duty of "carrying out the purposes for which the department was created." The department issues an official directory of manufacturers using union labels.

Local label leagues are established with the indorsement of the central labor union of the city or town. There are 234 of these local label leagues under charter from the department.

The organizations represented in the department are:

Bakery and Confectionery Workers' International Union of America.
Barbers' International Union of America, Journeymen.
Bill Posters and Billers of America, International Alliance of.
Bookbinders, International Brotherhood of.
Boot and Shoe Workers' Union.
Brewery, Flour, Cereal, and Soft Drink Workers, International Union of United.
Brick and Clay Workers of America, United.
Broom and Whisk Makers' Union, International.
Carpenters and Joiners of America, United Brotherhood of.
Cigar Makers' International Union of America.
Clerks' International Protective Association, Retail.
Coopers' International Union of North America.
Electrical Workers of America, International Brotherhood of.
Engravers' Union, International Metal.
Engravers' Union of North America, International Photo.
Garment Workers of America, United.
Glove Workers' Union of America, International.
Hat, Cap, and Millinery Workers' International Union, Cloth.
Hatters of America, United.
Hotel and Restaurant Employees and Bartenders' International League, International Alliance of.
Iron, Steel, and Tin Workers, Amalgamated Association of.
Jewelry Workers' Union, International.
Machinists, International Association of.
Meat Cutters and Butcher Workmen of North America, Amalgamated.
Metal Workers' International Association, Sheet.
Molders' Union of North America, International.
Musicians, American Federation of.
Painters, Decorators, and Paperhangers of America, Brotherhood of.
Paper Makers, International Brotherhood of.
Plasterers' International Association of United States and Canada, Operative.
Polishers' International Union, Metal.
Pressmen and Assistants' Union, International Printing.
Printers, Die Stampers, and Engravers' Union, International Plate.

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Stage Employees and Moving Picture Machine Operators, International Alliance of Theatrical.
Stereotypers and Electrotypers' Union of North America, International.
Stove Mounters' International Union.
Street and Electric Railway Employees of America, Amalgamated Association of.
Tailors' Union of America, Journeymen.
Teamsters, Chauffeurs, Stablemen, and Helpers, International Brotherhood of.
Textile Workers of America, United.
Tobacco Workers' International Union.
Typographical Union, International.
Upholsterers' International Union of North America.
Wall Paper Crafts of North America, United.
Wire Weavers' Protective Association, American.

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BUILDING TRADES

CRAFT lines are strictly drawn in the building-trades organizations, and subdivision into craft unions is carried to a fine point. The oldest organizations of building craftsmen are the Operative Plasters' International Association, established in 1864, and the Bricklayers, Masons, and Plasterers' Union, organized in 1865. The Operative Plasterers became part of the American Federation of Labor early in the history of that organization, while the Bricklayers and Masons remained outside for many years, affiliating as recently as 1916. The entrance of the Bricklayers, Masons, and Plasterers' International Union into the federation necessitated readjustments which affected the jurisdiction of several other American Federation of Labor unions. Marble setters who had been organized in the International Association of Marble Workers were transferred to the Bricklayers and Masons, and the International Association of Marble Workers became an organization of marble, stone, and slate polishers and sawyers. Later this organization resumed some of its former jurisdiction in building operation by admitting to membership, at the request of the Bricklayers and Masons, the marble and tile setters' unskilled helpers.

At about the same time the American Brotherhood of Cement Workers was dissolved, the skilled men going to the Operative Plasterers' Union, which then became the Operative Plasterers' and Cement Finishers' International Union, and the cement mixers and unskilled workers being absorbed by the Hod Carriers, Building and Common Laborers' International Union.

During the many years in which the Bricklayers, Masons, and Plasterers' International Union had remained an independent organization, the American Federation of Labor made no serious efforts to organize bricklayers and masons. Hence when the international union did affiliate, that field became an added, not a conflicting, jurisdiction. That was not true of plastering, however, in which trade an affiliated union, the Operative Plasterers' International Union, disputed the field with the Bricklayers, Masons, and Plasterers International Union. While adjustments have been made through agreements between the two organizations, these agreements divide jurisdictions by territory and not by craft, so that in contrast to the usual policy of "one craft, one union," two affiliated unions are officially conceded jurisdiction over the plastering trade.

The history of the carpenters' union has been one of absorption rather than of division. The organization which grew into the present United Brotherhood of Carpenters and Joiners became a national one in 1881 by consolidation of scattered groups of organized house carpenters throughout the country. Shop carpenters had an older organization, the International Furniture Workers' Union founded in 1873. In 1895 that organization joined with the Machine

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Wood Workers' International Union to form the Amalgamated Wood Workers' International Union, which affiliated with the American Federation of Labor. As the United Brotherhood of Carpenters and Joiners grew in numbers it extended its field to shop and mill work, a move which involved it in a jurisdictional conflict with the Amalgamated Wood Workers which lasted for nearly 20 years, and ended in 1912 by the absorption of the shopmen by the United Brotherhood and the dissolution of the Amalgamated Wood Workers.

A branch of the Amalgamated Society of Carpenters and Joiners of Great Britain was in existence in the United States when the United Brotherhood was founded, and for many years both organizations held membership in the American Federation of Labor. The United Brotherhood, however, was militant for the policy of "one trade, one union," and secured the suspension of the Amalgamated Society from the federation in 1912. While never arriving at any agreement with the Amalgamated Society looking toward a merger, the United Brotherhood has gradually absorbed its membership.

To provide for the unskilled building-trades workers who were not eligible to membership in the craft unions, the American Federation of Labor organized the Hod Carriers and Building Laborers' International Union in 1903. At first it was composed only of building-trades men, but later expanded its jurisdiction and its name to include common labor in any field. The hod carriers' union has absorbed two other affiliated international unions—the Compressed Air and Foundation Workers' Union, which merged with it in 1918, and the Tunnel and Subway Constructors' International Union, which amalgamated in 1929 under an agreement by which the former international union becomes a local of the hod carriers with complete jurisdiction over its own line of work.

The Brotherhood of Painters, Decorators, and Paperhangers of America originated in 1887 as an organization of house painters and decorators, later adding paper hanging to its jurisdiction. Its scope has been extended to all kinds of painting and decorative art work, absorbing in the process a number of craft unions, among them the National Paperhangers' Association, the National Union Sign Painters, and the Stained Glass Workers' Union.

The plumbers' organization, United Association of Journeyman Plumbers and Steamfitters, has held control of its craft since its absorption, in 1912, of a union of steam and hot-water fitters. Jurisdictional changes have only been such as were occasioned by developments and improvements in the pipe trades.

The present organization holding jurisdiction over roofing, the United Slate, Tile, and Composition Roofers, Damp and Waterproof Workers' Association, is an amalgamation, effected in 1919, of two international unions—the International Slate and Tile Roofers' Union and the International Union of Composition Roofers, Damp and Waterproof Workers. Another small craft union in building construction is the International Association of Heat and Frost Insulators and Asbestos Workers.

Since the efforts put forth by the building trades department of the American Federation of Labor, between 1908 and 1912, to amalgamate organizations functioning within the same craft, dual union-

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ism has not been an important factor in the building trades. Only one organization successfully maintained an independent existence for any appreciable time. This was the International Brotherhood of Steam Shovel and Dredge Men, which was expelled from the federation in 1918 for refusing to merge with the International Union of Steam and Operating Engineers. It remained outside for nearly 10 years, the only independent union in the building trades, but in 1927 the membership voted to amalgamate with the engineers.

Organizations in the building trades are as follows:

Affiliated to the American Federation of Labor:	Page
Building Trades Department, A. F. of L.	9
Asbestos Workers, International Association of Heat and Frost Insulators and	18
Bricklayers, Masons, and Plasterers' International Union of America	19
Bridge Structural and Ornamental Iron Workers, International Association of	23
Carpenters and Joiners of America, United Brotherhood of	25
Electrical Workers, International Brotherhood of	30
Elevator Constructors, International Union of	34
Engineers, International Union of Operating	35
Granite Cutters' International Association of America, The	37
Hod Carriers, Building and Common Laborers' Union of America, International	38
Lathers' International Union, Wood, Wire, and Metal	40
Marble, Stone, and Slate Polishers, Rubbers, and Sawyers, Tile and Marble Setters' Helpers, and Terrazzo Workers' Helpers, International Association of	41
Metal Workers' International Association, Sheet (classified under Metal Trades)	67
Painters, Decorators, and Paperhangers of America, Brotherhood of	42
Plasterers and Cement Finishers' International Association of the United States and Canada, Operative	45
Plumbers and Steam Fitters of United States and Canada, United Association of Journeymen	46
Roofers, Damp and Waterproof Workers' Association, United Slate, Tile, and Composition	48
Stone Cutters' Association of North America, Journeymen	49

Asbestos Workers, International Association of Heat and Frost Insulators and

Affiliated to the American Federation of Labor.

Organized in 1904 from directly affiliated American Federation of Labor local unions.

Objects.—"The object of the International Association of Heat and Frost Insulators and Asbestos Workers shall be to assist its membership in securing employment, to defend their rights and advance their interests as workingmen; and by education and cooperation raise them to that position in society to which they are justly entitled."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—All workers engaged in "the practical mechanical application, installation, or erection of heat and frost insulation such as magnesia, asbestos, hairfelt, woolfelt, cork, mineral wool, infusorial earth, mercerized silk, flax fiber, firefelt, asbestos paper, asbestos curtain, asbestos millboard, or any substitute for these materials, or engaged in any labor connected with the handling or distributing of insulating materials on job premises."

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Government.—1. General executive board, composed of president, secretary-treasurer and three vice presidents of equal rank, "shall supervise the affairs of the international union."

2. Local unions. "Local unions are subordinate branches of the international association and can only exercise local autonomy in matters upon which the international constitution and by-laws are silent." They "shall have power to regulate the hours of labor to less than eight per day and to fix wages within their chartered jurisdiction or trade agreement radius."

3. Convention. Held triennially; enacts legislation and elects general officers.

Qualifications for membership.—Applicants for mechanical (journeyman) membership must pass an examination. Applicants for improver membership must be not less than 18 nor more than 25 years of age, and must read, write, and understand the English language. Applicants for apprentice membership must be not less than 16 nor more than 20 years of age, and must read, write, and understand English.

Apprenticeship regulations.—"Local unions shall have power to regulate the working conditions * * * apprentices in any manner they deem proper."

Agreements.—Negotiated locally, by committees from local unions and local employers, but must contain "the several principles as declared, enacted, and adopted by the international association," including the prohibition of "contracting, subcontracting, lump work, or piecework."

Benefits.—Strike (by special assessment only; no strike fund).

Official organ.—The Asbestos Worker.

Headquarters.—918 Holland Building, St. Louis, Mo.

Organization.—Local unions: *United States*—Arkansas, 1; California, 3; Colorado, 1; Connecticut, 1; District of Columbia 1; Illinois, 1; Indiana, 2; Iowa, 1; Kentucky, 1; Louisiana, 1; Maine, 1; Maryland, 1; Massachusetts, 2; Michigan, 1; Minnesota, 2; Missouri, 2; Nebraska, 1; New Jersey, 1; New York, 6; Ohio, 7; Oklahoma, 1; Oregon, 1; Pennsylvania, 3; Rhode Island, 1; Texas, 3; Virginia, 2; Washington, 4; Wisconsin, 1. *Canada*, 2. *Total*, 55.

Membership.—3,000.

Bricklayers, Masons, and Plasterers' International Union of America

Affiliated to the American Federation of Labor.

Organized October 17, 1865. The first steps toward national unity among the scattered local organizations of bricklayers were taken by seven men belonging to the Philadelphia and Baltimore associations. Meeting in Philadelphia on October 17, 1865, they drafted a constitution, elected officers, and instructed the secretary to "correspond with all bricklayers' unions known to exist in the United States, requesting them to send delegates to the next convention, to meet in Baltimore on January 8, 1866."

This convention was held as planned, with delegates from eight cities in attendance, and the International Bricklayers' Union of North America was established. Two years later the name was changed to National Bricklayers' Union. During the panic of 1871–1873 and the years of depression which followed, the organization was demoralized, losing 95 per cent of its membership. The 1879 convention met in Covington, Ky., with only three unions represented—Covington, Cincinnati, and Indianapolis. The entire membership at that time was 229. The organization did not disband, however. It met again in 1881, reorganized, and survived. Stone masons were admitted to membership and in 1883 the name was changed to Bricklayers and Masons' International Union, with jurisdiction over Canada, where organization had already begun with the chartering of a Montreal local in 1880. The journal of the organization was established in 1898.

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Absorption of an independent organization, the Stone Masons' International Union, in 1903 brought about an increased membership and a wider field, and in 1910 jurisdiction was extended to plasterers. To include them definitely in the organization, the name became and remains Bricklayers, Masons, and Plasters' International Union of America.

The union maintained an independent position in the labor movement from its inception until 1916, when it changed its policy and joined the America Federation of Labor as an affiliated body.

Objects.—"The object shall be to unite into one parent body, for mutual protection and benefit, all members of the mason craft that work at the same, who are citizens of the country within its jurisdiction, without condition as to servitude or race."

Territorial jurisdiction.—United States and possessions, and Canada.

Trade jurisdiction.—"*Brick masonry.*—Bricklaying masonry shall consist of the laying of bricks made from any material in, under, or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns; in mines or fortifications, and in all underground work, such as sewers, telegraph, electric and telephone conduits. All pointing, cleaning, and cutting of brick walls, fireproofing, block-arching, terra-cotta cutting and setting, the laying and cutting of all tile, plaster, mineral wool, and cork blocks, or any substitute for above material, the cutting, rubbing, and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings, is bricklayers' work.

"*Stone masonry* shall consist of laying all rubble work, with or without mortar, setting all cut stone, marble, slate, or stone work (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects, and customarily called 'stone' in the trade).

"Cutting all shoddies, broken ashlar or random ashlar that is roughly dressed upon the beds and joints, and range ashlar not over 10 inches in height; the dressing of all jambs, corners, and ringstones that are roughly dressed upon the beds, joints, or reveals, and the cutting of a draft upon same for plumbing purposes only; and the cleaning and pointing of stone work.

"This to apply to all work on buildings, sewers, bridges, railroads, or other public works, and to all kinds of stone, particularly to the product of the locality where the work is being done, and the same shall be considered stone masonry.

"Stonemasons shall have the right to use all tools which they consider necessary in the performance of their work.

"*Artificial masonry.*—The cutting, setting, and pointing of cement blocks and all artificial stone or marble, either interior or exterior, when set by the usual custom of the stonemason and marble setter. All cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs, and arches, and all materials substituted for the clay or natural stone products, shall be controlled by members of the Bricklayers, Masons, and Plasterers' International Union, for which the highest rate of wages shall be demanded.

"*Cement masonry.*—Laying out, screeding, and finishing of all cement, concrete, brown-stone composition, mastic and gypsum materials, also for fireproofing, waterproofing, cement and composition base, and vault lights. The cutting of all cement and concrete for patching and finishing. The bush hammering of all concrete when cast in place. The operation of the cement gun, the nozzle and the finishing of all material applied by the guns, also the operation of the cement floor finishing machines. The cement mason shall have the right to use all tools necessary to complete his work.

"*Marble masonry.*—Marble masons' jurisdiction claims shall consist of the carving, cutting, and setting of all marble, slate, stone, albereen, carrara, sanionyx, vitrolite, and similar opaque glass, scagliola, marbleithic, and all artificial imitation or cast of whatever thickness or dimension. This shall apply to all interior work such as sanitary, decorative, and other purposes inside of buildings of every description wherever required, including all polish, honed, or sand finish; also the cutting and fitting of above materials after same leave mills or shops, and the laying of all marble tile, slate tile, and terrazzo tile.

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Foremen over any marble masonry shall be marble setters, and at no time shall anyone other than a bona fide marble setter act as a foreman on all marble masonry.

"*Plastering.*—All exterior or interior plastering, plain and ornamental, when done with stucco, cement, and lime mortars or patent materials, artificial marble work, when applied in plastic form, composition work in all its branches, the covering of all walls, ceilings, soffits, piers, columns, or any part of a construction of any sort when covered with any plastic material in the usual methods of plastering, is the work of the plasterer. The casting and sticking of all ornaments of plaster or plastic compositions, the cutting and filling of cracks. All cornices, molding, coves, and bull noses shall be run in place on rods and white mortar screeds and with a regular mold, and all substitutes of any kind, when applied in plastic form with a trowel, or substitute for same, is the work of the plasterer. Foremen over plasterers within the jurisdiction of this international union shall be members of the Bricklayers, Masons, and Plasterers' International Union of America.

"*Marble mosaic and terrazzo work.*—Marble mosaic, venetian enamel, and terrazzo, the cutting and assembling of art ceramic, glass mosaic, and the casting of all terrazzo in shops and mills.

"All scratch coat on walls and ceilings where mosaic and terrazzo is to be applied shall be done by plasterers, with an allowance of not less than one-half inch bed to be conceded to mosaic and terrazzo workers.

"All bedding above concrete floors or walls, that preparation, laying, or setting of the metal or wooden strips and grounds, where mosaic and terrazzo is to be applied, shall be the work of the mosaic and terrazzo workers.

"All terrazzo finished (rustic), or rough washed for interior or exterior of building, or any substitute that is applied under the same method as mosaic or terrazzo, shall be set by mosaic and terrazzo workers.

"Cutting and assembling of art ceramic and glass mosaic comes under the jurisdiction of the mosaic workers, and the setting of same shall be done by tile layers.

"*Tile layers' work.*—The laying or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers, facings, hearths, fire places, and decorative inserts, together with any marble plinths, thresholds, or window stools used in connection with any tile work; also to prepare and set all concrete, cement, brickwork, or other foundation or materials that may be required to properly set and complete such work; the setting or bedding of all tiling, stone, marble, composition, glass, mosaic, or other materials forming the facing, hearth, or fire place of a mantel, or the mantel complete, together with the setting of all cement, brickwork, or other material required in connection with the above work; also the slabbing and fabrication of tile mantels, counters, and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction, or repairing of all fireplace work, whether in connection with a mantel hearth facing or not, and the setting and preparing of all material, such as cement, plaster, mortar, brickwork, ironwork, or other materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble, or stone, shall be conceded to be bricklayers, marble setters, or stonemasons' work, respectively.

"It will be understood that the word 'tile' refers to all burned clay products as used in the tile industry, either glazed or unglazed, and to all composition materials made in single units up to 15 by 20 by 2 inches, except quarry tiles larger than 9 by 9 by 1¼ inches, also to mixtures in tile form of cement, that are made for and intended for use as a finished floor surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, and all places where tile may be used to form a finished surface for practical use, sanitary finish or decorative purposes, or setting all accessories when built in walls, or for decorative inserts in other materials. The foreman over any tile work shall be a tile layer and at no time shall anyone other than a bona fide tile setter act as foreman on tile work.

"Where a member is qualified and competent to work at branches of the trade other than his card of membership may designate, he shall be required to have two vouchers who are qualified workmen as their card of membership shows them to be, of the branch of trade desired to be added to such member's card of membership, to vouch for him, and he shall apply to headquarters

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through the union where he holds membership for a change of title, with the signatures and register numbers of the vouchers attached thereto, and if approved, he shall not be interfered with while working at either branch, providing he obeys all working rules required, but he must demand and receive nothing less than the standard wages demanded by the branch of the trade at which he is working, and must be a fully qualified journeyman of said branch of trade."

Government.—The powers of this international union are executive, legislative and judicial. The government and superintendence of subordinate unions shall be vested in this international union as the supreme head of all unions in its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several unions or any members thereof shall be referred for adjustment and its decisions thereon shall be final and conclusive. To it shall belong the power to determine the customs and usages in regard to all matters in relation to the fellowship of the craft."

All legislative powers are reserved to this international union duly convened in session, and shall extend to every case of legislation not delegated to or reserved for subordinate unions.

All the executive and judiciary powers of this union, when not in session, shall be vested in the executive officers, the president, first vice president, secretary and treasurer.

The president "shall have a general supervision of the interests of this union as the supreme executive officer."

The executive board, composed of the president, first vice president, secretary and treasurer, "shall have entire control of all executive business and the official journal of this union when not in session; viz, all grievances relating to and all strikes and lockouts, the settlement of all disputes between employers or exchanges and members of this union or subordinate unions," and shall have "entire control over all judicial business of the international union when not in session."

2. State and provincial conferences: Chartered by the international union when two-thirds of the locals of a State or Province affiliated, so vote.

"Each State or provincial conference shall regulate all details and construe the proper definition of practical masonry in its several branches." "Conferences shall also regulate their own apprentice laws, subject to the general laws," and shall have power "to establish and maintain beneficial or mortuary funds for the benefit of their members."

3. Local executive committees: "Where there are two or more unions existing in any city or town, each union shall be required to elect or appoint three delegates whose duties shall be to meet and establish a uniform rate of wages, initiation fee, and hours of labor, together with rules and regulations under which all can work in harmony. The body thus convened shall be known as the executive committee, to which shall be referred the construction of all general working laws for all branches of the trade for such city or town."

4. Local unions: Subordinate; "Powers reserved to subordinate unions: To regulate its rate of wages; its rates for legitimate overtime work; to establish beneficial or mortuary funds; to establish measures and regulate the details as to joint arbitration; to designate what constitutes an 'emergency' as to working overtime; to regulate by details questions that may arise as to what constitutes masonry; as to affiliating with other trades or building-trades councils; to define the distinction between contractors and journeymen; to define its local jurisdiction and operate its area of territory; to establish and maintain a strike fund; to establish and maintain State and Provincial conferences," subject to the provisions of the constitution of the international union.

5. Convention: Held biennially; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—Applicant must be "a practical bricklayer, stonemason, cement mason, plasterer, marble mason, tile setter, or mosaic and terrazzo worker, and competent to command existing scale of wages for work," and must be a citizen or have declared his intention to become a citizen of the country in which he works.

Apprenticeship regulations.—"It being impossible for the international union to formulate and maintain a general apprentice law within its jurisdiction, it hereby grants to each subordinate union the power to regulate its own apprentice laws," subject to certain restrictions:

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"Every apprentice shall be registered with the international union at the time of his indenture, * * * a register number * * * to be assigned to the apprentice until the day of his initiation.

"No subordinate union shall be allowed to indenture apprentices to journeymen, but only to recognized union contractors of their jurisdiction.

"Each and every apprentice binding himself to serve a stated term shall be required to fill his contract with his employer or leave the business entirely.

"All regularly-assigned apprentices shall be required to serve not less than three years."

Agreements.—Negotiated by committees of local unions and local employers. International officers are called upon to assist in negotiations if agreement can not be reached locally.

A supplementary agreement is made between international officers and contractors operating in more than one city.

Benefits.—Strike; relief; old age; mortuary.

Official organ.—The Bricklayer, Mason and Plasterer.

Headquarters.—1417 K Street NW., Washington, D. C.

Organization.—State conferences: Arkansas, California, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Maine, Massachusetts, Michigan, Minnesota, Montana, New Jersey, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, Rhode Island, Texas, Virginia, Washington, West Virginia, Wisconsin. Provincial conferences: Ontario.

Local unions: Divided into craft groups in cities and large centers where there are a sufficient number to maintain separate organizations (i. e., bricklayers, tile layers, plasterers, marble masons, stonemasons, etc.): *United States*—Alabama, 7; Arizona, 3; Arkansas, 9; California, 23; Colorado, 9; Connecticut, 22; Delaware, 1; District of Columbia, 3; Florida, 21; Georgia, 10; Idaho, 4; Illinois, 70; Indiana, 48; Iowa, 23; Kansas, 22; Kentucky, 15; Louisiana, 7; Maine, 12; Maryland, 7; Massachusetts, 37; Michigan, 38; Minnesota, 22; Mississippi, 10; Missouri, 23; Montana, 8; Nebraska, 10; Nevada, 2; New Hampshire, 8; New Jersey, 43; New Mexico, 1; New York, 74; North Carolina, 11; North Dakota, 4; Ohio, 60; Oklahoma, 20; Oregon, 7; Pennsylvania, 70; Rhode Island, 7; South Carolina, 7; South Dakota, 5; Tennessee, 13; Texas, 34; Utah, 4; Vermont, 4; Virginia, 10; Washington, 9; West Virginia, 13; Wisconsin, 30; Wyoming, 5. Canal Zone, 1. *Canada*—Alberta, 4; British Columbia, 3; Manitoba, 2; New Brunswick, 3; Ontario, 29; Quebec, 6; Saskatchewan, 3. *Total*, 956.

Membership.—125,000.

Bridge, Structural and Ornamental Iron Workers, International Association of

Affiliated to the American Federation of Labor.

Organized in Pittsburgh, Pa., on February 4, 1896, by local unions of six large cities, which merged to form the International Association of Bridge and Structural Iron Workers.

The 1914 convention extended the jurisdiction of the union and changed its name to International Association of Bridge, Structural, and Ornamental Iron Workers and Pile Drivers. This move brought about a dispute with the United Brotherhood of Carpenters and Joiners over the locals of pile drivers concerned, and resulted in the suspension of the bridge workers' union from the American Federation of Labor. It then relinquished the locals of pile drivers to the United Brotherhood and dropped "pile drivers" from the new title, retaining, however, the claim to the ornamental-iron workers. The association was reinstated, but the American Federation of Labor has never recognized the extension of jurisdiction or the title used by the international association. So far as its American Federation of Labor charter is concerned it is still the International Association of Bridge and Structural Iron Workers.

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Objects.—"The objects of the international association shall be to encourage and develop a higher standard of skill; to cultivate feelings of friendship among the craft; to equitably distribute opportunities of employment; to secure by legal and proper means pay commensurate with the hazard, physical and mental taxation and exhaustion and average life endured by its members in performing the services of the trade; to discourage piecework and promote safe and reasonable methods of work; to cultivate the moral, intellectual, and social conditions for the well-being of its members, their families and dependents, and in the interest of a higher standard of citizenship."

Territorial jurisdiction.—United States and possessions, and Canada.

Trade jurisdiction.—"The fabrication, erection, and construction of all iron and steel, ornamental lead, bronze, brass, copper, and aluminum; reinforced structures or parts thereof; bridges, viaducts, inclines, dams, docks, dredges, vessels, locks, gates, aqueducts, reservoirs, spillways, flumes, caissons, cofferdams, subways, tunnels, cableways, tramways, monorails, blast furnaces, ovens, cupolas, smoke conveyors, penstocks, flagpoles, drums, shaftings, shoring, fur and storage rooms, fans and hot rooms, stacks, bunkers, conveyors, dumpers, elevators, vats, enamel tanks and vats, tanks, towers, pans, hoppers, plates, anchors, caps, corbells, lintels, Howe and combination trusses, grillage and foundation work; all grating, bucks, partitions, hanging ceilings, hangers, clips, brackets, flooring, floor construction and domes, rolling shutters, curtains, frames, kalameined and iron doors, cast tiling, duct and trench frames and plates; all wire work, railings, including pipe, guards, fencing, grill work, sidewalk and vault light, skylights, roofs, canopies, marquise, awnings, elevator and dumb-waiter inclosures, elevator cars, tracks, faces, aprons, operating devices, sash, frames, fronts, lockers, racks, bookstacks, tables and shelving; metal furniture, seats, chutes, escalators, stairways, ventilators, boxes, fire escapes, signs; jail and cell work, safes, vaults, safe-deposit boxes; corrugated steel when attached to steel frames, frames in support of boilers; material altered in the field, such as framing, cutting, bending, drilling, burning, and welding, including by acetylene gas and electric machines; metal forms and false work pertaining to concrete construction; sectional water tube and tubular boilers and stokers; traveling sheaves, vertical hydraulic elevators; bulkheads, skip hoists; the making and installation of all articles made of wire and fibrous rope; all rigging in shipyards, vessels, and Government departments; false work, travelers, scaffolding, pile drivers, sheet piling, derricks, cranes, the erection, installation, handling, and operating of same on all forms of construction work; all railroad bridge work, including their maintenance; the moving, hoisting, and lowering of machinery, and placing of same on foundations, including in bridges, cranes, derricks, buildings, piers, and vessels; the loading, necessary maintenance, erection, installation, removal, wrecking, and dismantling of all of the above housesmith work, and submarine diving in connection with or about same.

"The above claims are subject to trade agreements and final decisions of the American Federation of Labor."

Government.—Executive council, consists of president, secretary-treasurer, and nine vice presidents. The general executive board consists of president, secretary-treasurer, and a third member selected by them from among the nine vice presidents.

The president "shall exercise a general supervision over the affairs of the international association * * * shall appoint all officers and committees * * * shall decide all points of law and have power to suspend any subordinate body for violation of constitution and laws * * * and with the approval of the general executive board shall have full power to effect a settlement of any strike."

The executive council is the court of appeal from decisions of the general executive board.

2. District councils: Where two or more locals exist in any one city or locality it shall be mandatory for them to form a district council or joint executive board for the control of all local unions in the jurisdiction.

3. Local unions: Subordinate; constitution and regulations imposed by international office.

4. Convention: Held biennially unless otherwise ordered by referendum. Elects general officers; enacts legislation. Constitutional amendments adopted by convention must be submitted to referendum. Legislation and amendments also by initiative and referendum.

Qualifications for membership.—"To be admitted to membership in any local union of the international association one must be a practical workman versed in the duties of some branch of the trade, of good moral character and compe-

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tent to command standard wages. Any person or member known to hold membership in the Industrial Workers of the World, the One Big Union, or the Ku Klux Klan, or who by act or deed does or says anything in furtherance of the objects or welfare of these organizations, or in any organization whose purpose, aims, or objects are contrary to the purposes, aims, and objects of the international association, shall not be eligible to membership in the association."

Apprenticeship regulations.—"There shall be admitted to membership in the international association men who can read and write, of not less than 17 nor more than 30 years of age, for the purpose of acquiring a practical knowledge of the various branches of the trade, who shall, to qualify as journeymen, serve an apprenticeship of two years.

"The number of apprentices in a local union shall be limited to the yearly average membership of the local union.

"Apprentices on construction work may be employed at the ratio of not more than one apprentice to every seven journeymen employed by any employer.

"Apprentices on ornamental and finishing work may be employed at the ratio of not more than one apprentice to every four journeymen."

Apprentices must pass a satisfactory examination before being admitted to journeyman membership.

Agreements.—Negotiated by local unions, with the advice and subject to the approval of the general executive board; generally deal with employers' associations.

Benefits.—Old-age and disability pension; death.

Official organ.—The Bridgemen's Magazine.

Headquarters.—Syndicate Trust Building, St. Louis, Mo.

Organization.—District councils: Chicago and vicinity; Cincinnati and vicinity; New York City and vicinity; western New York (headquarters at Syracuse); St. Louis and vicinity; St. Paul-Minneapolis and vicinity; Texas (headquarters, Galveston).

Local unions—mixed unions mostly; separate organizations of branches only in large centers (navy-yard riggers, etc.): *United States*—Alabama, 3; Arizona, 2; Arkansas, 1; California, 10; Colorado, 1; Connecticut, 2; District of Columbia, 2; Florida, 4; Georgia, 1; Illinois, 15; Indiana, 6; Iowa, 4; Kansas, 1; Kentucky, 1; Louisiana, 2; Maine, 1; Maryland, 2; Massachusetts, 5; Michigan, 3; Minnesota, 3; Missouri, 4; Montana, 3; Nebraska, 2; New Jersey, 7; New York, 13; North Carolina, 3; Ohio, 8; Oklahoma, 2; Oregon, 1; Pennsylvania, 12; Rhode Island, 1; Tennessee, 1; Texas, 10; Utah, 1; Virginia, 4; Washington, 4; West Virginia, 2; Wisconsin, 2. *Canada*—Alberta, 1; British Columbia, 1; Manitoba, 1; Ontario, 4; Quebec, 3. *Total*, 159.

Railroad system locals: "There shall be issued to the bridgemen working directly for railroad companies a separate charter which shall be designated railway system charter. * * * Railway locals shall have the right to move their charters with them throughout and over their respective systems and hold their meetings likewise. The jurisdiction of systems locals shall extend to all of the work being done directly by their respective railroad companies."

Santa Fe system local (headquarters Topeka, Kans.); Chicago, Rock Island & Pacific system local (headquarters, Chicago, Ill.).

Membership.—21,000.

Carpenters and Joiners of America, United Brotherhood of

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., on August 12, 1881. Efforts toward national organization of carpenters were made in 1854 and again in 1867. Although both of these movements failed, local organizations of carpenters were maintained in cities and in some cases were fairly powerful. The third movement toward consolidation of the various scattered groups of organized carpenters came through a four-page journal called "The Carpenter," which commenced publication in St. Louis, Mo., in May, 1881. After three months of agitation on the part of the journal a conference was held in Chicago on August 8, 1881, attended by 36 delegates representing 12 local unions, with

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a combined membership of a little more than 2,000. At this meeting was founded the Brotherhood of Carpenters and Joiners of America, the word "America" specifically including Canada and other British dominions as well as the United States.

The United Order of American Carpenters and Joiners, a local body of New York City and vicinity, which had been in existence for years and had grown powerful in its own field, remained outside the newly formed brotherhood until 1888. Amalgamation was then accomplished through compromises and concessions which involved the retention by the New York group of a degree of its own identity and a merging of the two names. Thus the organization became the United Brotherhood of Carpenters and Joiners of America.

Woodworkers not in the building trades were organized into two groups—the International Furniture Workers' Union, founded in 1873, and the Machine Wood Workers' International Union, organized in 1890. In 1895 these two organizations united, becoming the Amalgamated Wood Workers' International Union, and affiliated with the American Federation of Labor.

Jurisdictional disputes over carpentry shop and mill work began between the two organizations, and continued with increasing intensity, coming to a head in 1903, when A. F. of L. officials tried to bring about an amicable adjustment. This effort did not succeed and the United Brotherhood continued its organization work among cabinetmakers and shop craftsmen, making serious inroads on the membership of the rival union. From 1909 to 1911 repeated efforts were made to amalgamate the two organizations. Finally the 1911 convention of the A. F. of L. ordered the Amalgamated Wood Workers to come to terms with the United Brotherhood as drawn up by representatives of the two unions. Revocation of their charter was threatened as the penalty for noncompliance. By that time the membership of the A. W. W. was less than it had been at any previous time in its history. In April, 1912, the organization merged with the United Brotherhood under an agreement which was in effect absorption.

Prior to the founding of the original brotherhood in 1881 the Amalgamated Society of Carpenters and Joiners of Great Britain established an American branch. While it was a fairly large and successful organization, it never had the following which the brotherhood gained, chiefly, perhaps, because it was primarily a beneficiary society rather than an aggressive trade-union. In 1890 it was chartered by the American Federation of Labor as an affiliated organization, although clearly dual to the previously chartered United Brotherhood of Carpenters and Joiners. The story of the relations between these two organizations is essentially the same as in the case of the woodworkers. The United Brotherhood, with the help of the American Federation of Labor, and later of the Building Trades Department of the A. F. of L., fought persistently for amalgamation, using the slogan "One trade, one organization." Efforts to bring the two groups together under an agreement which would preserve the identity and autonomy of both failed repeatedly. In 1912 the Amalgamated Society refused to participate in further conferences, and its charter was revoked by the American Federation of Labor in August, 1912. In 1913 something in the nature of a truce between

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the two organizations was arrived at, by the terms of which the United Brotherhood asserted jurisdiction over members of the Amalgamated Society in trade matters, leaving to the rival organization its nominal membership and its beneficiary features. This arrangement has resulted in practical absorption of the Amalgamted Society by the brotherhood.

When a jurisdictional award granted to the sheet-metal workers the right to install metal trim, sash, and doors in buildings, the United Brotherhood refused to accept the decision. As a disciplinary measure the Building Trades Department suspended the carpenters in 1910. Both the Building Trades Department and the American Federation of Labor conventions in 1911 ordered the reinstatement of the brotherhood. By a referendum vote the organization accepted reinstatement in 1912. As an affiliated organization it appealed from the decision on the matter of hollow trim. The original decision was affirmed, however, and in 1914 the United Brotherhood of Carpenters and Joiners withdrew from the Building Trades Department and remained outside it until 1927, when it reaffiliated.

Objects.—"The objects of the United Brotherhood are: To discourage piecework, to encourage an apprentice system and a higher standard of skill, to cultivate feelings of friendship among the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to establish a weekly pay day, to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual, and social conditions of all our members, and to improve the trade."

Territorial jurisdiction.—United States and possessions, Canada, and Newfoundland.

Trade jurisdiction.—All branches of the carpenter and joiner trade, specifically, "all milling, fashioning, joining, assembling, erecting, fastening, or dismantling of all material of wood, hollow metal, or fiber, or of products composed in part of wood, hollow metal, or fiber, the laying of all cork and compo, all asphalt shingles, the erecting and dismantling of machinery and the manufacture of all wood materials where the skill, knowledge, and training of a carpenter are required, either through the operation of machine or hand tools.

"Our claim of jurisdiction, therefore, extends over the following divisions and subdivisions of the trade: Carpenters and joiners, railroad carpenters, bench hands, stair builders, millwrights, furniture workers, shipwrights and boat builders, reed and rattan workers, ship carpenters, joiners and calkers, cabinetmakers, floor laying, box makers, bridge, dock, and wharf carpenters, car building, and all those engaged in the running of woodworking machinery."

Government.—General executive board, composed of general president, first general vice president, secretary, treasurer, and one member from each of the seven territorial districts, decides "all points of law, all grievances and appeals submitted to them in legal form, and their decisions shall be binding until reversed by a convention"; has "power to authorize strikes * * * enter into agreement with sister organizations with reference to jurisdiction over work; or a general offensive and defensive alliance * * * make agreements with employees covering our jurisdiction." It also constitutes a board of trustees for the management and control of brotherhood property and funds

2. State and provincial councils, which are federations of local unions within the State or Province, "have power to make laws to govern the local unions, district councils, and the membership of the brotherhood." Where such councils are "composed of as many as five local unions of the State or Province, representing 55 per cent of the membership, it shall be obligatory on all local unions within the State or Province to affiliate."

3. District councils: "Where there are two or more local unions located in one city they must be represented in a carpenters' district council composed exclusively of delegates from local unions of the United Brotherhood, and they shall be governed by such laws and trade rules as shall be adopted by the district council and approved by the local unions and the first general vice

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president. District councils may be formed in localities other than cities where two or more local unions in adjoining territory request it, or when in the opinion of the general president the good of the United Brotherhood requires it."

They shall "have power to make by-laws, working and trade agreements for the government of their local unions and the membership of the United Brotherhood working in their districts * * * have power to enforce working and trade rules in their respective localities. * * * They shall adopt by-laws and rules governing local, strike, and other donations, except sick donations, and shall provide for and hold trials of all violations of trade rules.

Local unions other than those working on building material shall not have a voice, vote, or delegate in any district council of the building tradesmen, but may establish their own district councils under by-laws approved by the first general vice president.

4. Local unions: "Local unions where no district council exists shall have the power to make by-laws and trade rules for their government and the members of the United Brotherhood working under their jurisdiction," and "shall have power to regulate and make payment of sick donations."

5. Convention: Held quadrennially; nominates general officers. Election of officers by referendum. Constitution and laws amendable only by referendum.

Qualifications for membership.—Citizenship or declaration of citizenship intentions. Applicants for beneficiary membership must be under 60 years of age.

"A member can enter into the business of contracting providing he pays the union scale of wages, obeys trade rules, and hires none but members of the United Brotherhood, and that he is not and does not become a member of any contractors' or employers' association."

Apprenticeship regulations.—"An apprentice of good moral character between the ages of 17 and 22 years may be admitted to membership as a semibeneficial member, and after having served four years as such and qualifying * * * he shall be classed as a full beneficial member.

"An employer who employs two or more journeymen may have one apprentice, but the number may be increased at such rate as the district council or local union having jurisdiction may decide."

Agreements.—In large centers agreements are made between the executive officers of the district council and the employers' association in building work; in mill and shop work, and in localities having no district council, agreements are generally negotiated by the local union with the individual employer.

Benefits.—Strike and lockout; total disability; home for superannuated members and wives; funeral (member and wife); sick (by locals only).

Official organ.—The Carpenter.

Headquarters.—Carpenters' Building, Indianapolis, Ind.

Organization.—Territorial districts.

District No. 1. Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, Provinces of New Brunswick and Nova Scotia.

District No. 2. New Jersey, Pennsylvania, Delaware, District of Columbia, Maryland, Virginia, and West Virginia.

District No. 3. Kentucky, Indiana, Illinois, Ohio, Michigan, and Wisconsin.

District No. 4. North Carolina, South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi, Arkansas, and Louisiana.

District No. 5. Minnesota, North Dakota, South Dakota, Nebraska, Iowa, Kansas, Missouri, Texas, and Oklahoma.

District No. 6. Washington, Montana, Oregon, Idaho, Wyoming, California, Nevada, Utah, Colorado, Arizona, New Mexico, and Alaska.

District No. 7. Dominion of Canada.

State councils:

Colorado, Connecticut, Florida, Illinois, Indiana, Iowa, Kansas, Louisiana, Massachusetts, Michigan, Minnesota, Montana, New Jersey, New York, North Carolina, Oklahoma, Ohio, Pennsylvania, Tennessee, Texas, Utah, Washington, West Virginia, Wisconsin, Wyoming.

Provincial councils: Ontario and Quebec.

District councils:

Alabama—Birmingham, Mobile, Montgomery, and Muscle Shoals.

Arkansas—Little Rock.

California—Bay Counties (San Francisco and vicinity); Fresno County; Los Angeles; Monterey and vicinity; Sacramento; San Diego; San Joaquin; San Luis Obispo and vicinity; Santa Clara Valley.

Colorado—Denver and vicinity.

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Connecticut—Bridgeport and vicinity; New Haven; New York, New Haven & Hartford.
District of Columbia—Washington (includes Alexandria, Va.).
Florida—Brevard County; East Coast (Miami and vicinity); Jacksonville and vicinity; Pensacola; Volusia County; West Coast (Tampa); West Palm Beach County.
Illinois—Chicago and vicinity; Du Page County; Fox River Valley (Aurora, Batavia, and St. Charles); Peoria; Tri-City (Rock Island, Moline, and Davenport, Iowa); Will County (Joliet).
Indiana—Fall Cities (New Albany and vicinity); Indianapolis; Lake County (Gary, Hammond, etc.); St. Joseph (South Bend and Elkhart).
Iowa—Cedar Rapids.
Kansas—Pittsburg and vicinity.
Kentucky—Fall Cities (Louisville); Kenton and Campbell Counties (Covington).
Louisiana—New Orleans.
Maine—Portland.
Maryland—Baltimore.
Massachusetts—Berkshire County (Pittsfield and vicinity); Boston; Cape Cod; Central Massachusetts (Hudson, Framingham, and Marlboro); Fall River; Holyoke; Lawrence; Lowell; Middlesex (Arlington, Wakefield, Woburn, Winchester, Reading, and Stoneham); New Bedford, Newton; New York, New Haven & Hartford; Norfolk County; North Bristol; Northern Massachusetts (Fitchburg, Leominster); North Shore (Salem, Gloucester, etc.); South Shore (Quincy, Braintree, etc.); Springfield; Taunton; and Worcester.
Michigan—Detroit; Grand Rapids; Tri-County (Bay City, Saginaw, and Flint).
Minnesota—Twin City.
Missouri—Kansas City (includes Kansas City, Kans.); Jasper County (Joplin); St. Louis (includes East St. Louis and other river towns in Illinois).
New Hampshire—Manchester; Portsmouth and vicinity (includes York, Me.).
New Jersey—Atlantic County (Atlantic City and vicinity); Bergen County (Hackensack); Burlington County; Elizabeth and vicinity; Essex County (Newark, Orange, Montclair, etc.); Hudson County (Jersey City and Hoboken); Middlesex County (Perth Amboy, New Brunswick, etc.); Monmouth County (Asbury Park, Long Branch, Belmar, Keansburg, etc.); Morris and Union Counties; Passaic; and Paterson.
New York—Adirondack (Glens Falls, Hudson Falls, Fort Edward, and Lake George); Albany; Batavia; Buffalo; Elmira; Fulton County (Gloversville, Johnstown, etc.); Mohawk Valley (Utica, Herkimer, Oneida, Ilion, etc.); Mountain Top (Saranac Lake and vicinity); New York City and vicinity; New York City Furniture Workers; North Hempstead (Great Neck and Mineola, Long Island); Rochester, Rockland County; South Shore (Long Island); Syracuse; Troy; and Westchester County (Yonkers, etc.).
North Carolina—Charlotte.
Ohio—Cleveland; Dayton; Hamilton County (Cincinnati, includes Kenton and Campbell Counties, Ky.); Summit County (Akron and vicinity).
Oklahoma—Oklahoma County and vicinity.
Oregon—Portland.
Pennsylvania—Central Pennsylvania (Berwick, Sunbury, Danville, etc.); Delaware County (Chester, Media, and vicinity); Lehigh Valley (Allentown, Bethlehem, etc., includes Phillipsburg, N. J.); Lower Anthracite Region (Shamokin, Mahanoy City, and vicinity); McKeesport; Middle Anthracite (Hazleton and vicinity); Monongahela Valley (Charleroi, Monessen, and vicinity); Montgomery County (Norristown, Pottstown, and vicinity); Philadelphia; Pittsburgh; Shenango, and Beaver Valley (New Castle, Sharon, and vicinity); Wyoming Valley (Wilkes-Barre and vicinity).
Porto Rico—San Juan Territorial Council.
Rhode Island—Providence; Pawtucket and Central Falls.
South Carolina—Charleston; Columbia.
Tennessee—Davidson County (Nashville and vicinity).

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Texas—Jefferson County (Beaumont, Port Arthur, etc.); Kleberg and Nueces (Kingsville, Corpus Christi, and vicinity).
Utah—Salt Lake City.
Virginia—Tidewater (Portsmouth and Norfolk).
Washington—Seattle, King County, and vicinity; Skagit Valley (Bellingham, Sedro-Woolley, and vicinity); Tacoma.
West Virginia—Ohio Valley (Wheeling; includes Bellaire, Ohio, and vicinity).
Wisconsin—Fox River Valley (Oshkosh, Neenah and Menasha, Fond du Lac, Green Bay, etc.); Milwaukee; Wisconsin River Valley (Wausau, Stevens Point, and vicinity).
Canada—
British Columbia—Vancouver.
Manitoba—Winnipeg.
Ontario—Frontier (Niagara Falls, St. Catherines, Thorold, etc.); Hamilton; London; Toronto.
Quebec—Montreal; Quebec and vicinity.

Local unions: *United States*—Alabama, 18; Arizona, 9; Arkansas, 18; California, 128; Colorado, 23; Connecticut, 44; Delaware, 2; District of Columbia, 3; Florida, 60; Georgia, 14; Idaho, 13; Illinois, 189; Indiana, 67; Iowa, 37; Kansas, 34; Kentucky, 34; Louisiana, 15; Maine, 21; Maryland, 9; Massachusetts, 129; Michigan, 46; Minnesota, 28; Mississippi, 12; Missouri, 51; Montana, 21; Nebraska, 13; Nevada, 4; New Hampshire, 15; New Jersey, 112; New Mexico, 9; New York, 185; Ohio, 113; Oklahoma, 45; Oregon, 30; Pennsylvania, 175; Rhode Island, 19; South Carolina, 11; South Dakota, 3; Tennessee, 22; Texas, 95; Utah, 8; Vermont, 7; Virginia, 12; Washington, 48; West Virginia, 31; Wisconsin, 48; Wyoming, 14; Canal Zone, 1; Hawaiian Islands, 1; Porto Rico, 14; Virgin Islands, 1. *Canada*—Alberta, 3; British Columbia, 8; Manitoba 3; New Brunswick, 1; Ontario, 48; Quebec, 25; Saskatchewan, 3; Nova Scotia, 3. *Total*, 2,155.

Membership.—376,400.

Electrical Workers, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in St. Louis, Mo., in November, 1891. Five cities—St. Louis, Evansville, and Indianapolis, Ind.; Toledo, Ohio, and Chicago Ill.—were represented by delegates of existing organizations of linemen and wiremen chartered under the American Federation of Labor. Milwaukee, Duluth, and Philadelphia designated members of the St. Louis union to act as proxy for their organizations. Thus was formed the National Brotherhood of Electrical Workers of America.

By 1899 the organization was spreading to Canada, and at the convention of 1899 the jurisdiction was expanded and the name changed to International Brotherhood of Electrical Workers.

A secession movement in 1905–6 disrupted the organization, but in 1914 the factions reunited.

Objects.—"The objects of the International Brotherhood of Electrical Workers are, namely, to organize all electrical workers into local unions, to establish an apprenticeship system, to maintain a higher standard of skill, to encourage the formation of schools of instruction in local unions for teaching the practical application of electricity and for trade education generally, to cultivate feelings of friendship among the men of our craft, to settle all disputes between employers and employees (if possible), to assist each other in sickness and distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, and by legal and proper means elevate the moral, intellectual, and social condition of our members."

Territorial jurisdiction.—United States and Territories, Dominion of Canada, Cuba, and Panama.

Trade jurisdiction.—"Electrical workers in the jurisdiction of the International Brotherhood of Electrical Workers shall be divided into and char-

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tered under four general branches, namely: Outside electrical workers, inside electrical workers, shop electrical workers, and railroad electrical workers.

"*Outside electrical workers.*—Outside electrical workers shall include linemen, outside electrical inspectors, outside cable splicers, trimmers, maintenance men, aerial and underground cable men, and combination trouble men working for distributing companies, load dispatchers, meter men, station attendants, and switchboard operators in central lighting and power stations, telephone switchboard operators and trouble men working for distributing companies, fire and police operators, maintenance and battery men, signal men, electrical layout and operating engineers and electrical rail engineers and electrical rail grinders, foremen, groundmen, helpers, and others employed on line-construction work. They have jurisdiction over the following work:

"Installing and erecting all poles, steel and concrete towers and supports of all kinds for the carrying or support of aerial wires or cables or wireless systems, aerial wires and cables on poles and from poles to buildings over or outside of buildings when any fixture attached to buildings is used in place of poles; installing and laying of all fiber, clay, and concrete ducts, pump logs, laterals, pneumatic tubes for transmission of messages by air pressure or air suction, underground conduits or raceways used for electrical wires or cables, installing transformers and connecting secondary wires to houses, wires, installing, pulling in, or placing and racking of cables and wires in underground conduits, ducts, or raceways up to first point of distribution within first bulkhead or partition in buildings, hanging streamers across street between buildings or between buildings and arches in street, where messenger or guy wires are required for support when fed and controlled from street, series arc wiring where fed and controlled from street, and when same remains property of distributing company, fire alarm, burglar alarm, district and police work signal systems, trimming, cleaning, patroling and repairing lamps, maintenance on thoroughfare and public park illuminations, cable splicing, cable testing, racking, bonding, connecting, clamping, and insulating of all cables, installing and connecting of all transformers in manholes, setting and testing of meters, load dispatchers when employed on work covered in this jurisdiction, maintaining and operating motors on concrete mixers when used, preparing material for outside electrical work, operating dynamos, switchboards and all other apparatus in central lighting and power stations when done by distributing companies; painting of poles, towers, fire and police boxes, pedestals, and all other apparatus attached thereto, and all cutting and channeling made necessary by the introduction of electrical devices and materials herein specified, installing and maintaining of all lines of work in public, private, or amusement parks, installing and maintaining of all trolley work or catenary work, either overhead, underground, or tunnels, running all feed wires for same and feed wires for third rail and monorail, and primary work for electric lighting, except when installed in conduits or in or on buildings, inspection of electric equipment herein specified.

"*Inside electric work.*—Inside electrical workers shall include wiremen, cranemen, and crane repair men, signalmen, load dispatchers, trouble men, switchboard operators and erectors, operating engineers, inside cable splicers, telephone instrument, switchboard, and telephone exchange installers, motion-picture-machine operators, inspectors, fixture hangers and shopmen, bridge operators, crane and elevator operators, meter testers and installers, battery men, fire and burglar alarm installers and repair men, marine, radio, telegraph electrical workers. They shall have jurisdiction over the following work:

"Wiring in and wiring and installing all conduits, raceways, and supports, moldings and metal trimming when it becomes part of the electrical system of the building, and cables and wires in all buildings and structures, subways, tunnels, mines, ships, bridges, arches and cars, installing, repairing, wiring, and maintaining electric charging plants, vehicles, batteries, and electric starting and ignition systems, automobiles and electrical locomotives, installing, operating, repairing, and maintaining isolated block plants, electric equipment on private property, pump logs, underground conduits and wires for same, except line work; switchboard operators and load dispatchers not covered in other jurisdictions, installing electrical switch and signal apparatus and all wiring pertaining thereto; manufacturing, repairing, installing, maintaining, and operating of all electrical machines and devices and drills not in other jurisdiction in this constitution, electric bells, flashlight systems, and all apparatus and fixtures used in connection therewith, hanging drop cords and

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wiring show cases, installing annunciators and thermostat and electrical heating systems, automatic controlling devices, installing wireless systems, installing and operating all lamps for moving-picture or projection machines, erecting, assembling, wiring, and handling of all electric decorations and signals and connecting same to service wires, hanging streamers across streets between buildings or between buildings and arches in street, except line work, maintaining, erecting, operating, and installing electric motors used on conveyors, bridges, concrete mixers, air compressors, motor generators, pumps, hoists and elevators for carrying passengers or material of any kind, the work of operating elevators, temporary or otherwise, shall be performed by elevator operators, members of the International Brotherhood of Electrical Workers; installing and operating motors used for floor surfacing machines, installing, maintaining of all dictaphones, ducts, and raceways in buildings, fire or burglar alarm work, except line work, installing and maintaining telephone exchanges and all telephone work, beginning at first point of distribution or first terminal inside of building or property lines, installing all speaking and voice tubes, installing, maintaining, and operating all radio and electric equipment in all ships, lighters, and floating cranes, installing, maintaining, and operating electrical devices in theaters and amusement parks, and all electrical stage devices necessary for the operation of shows, installing transformers not covered in other jurisdiction, wiring, assembling, hanging, and connecting all electric, gas, and combination fixtures, all cutting and channeling made necessary by the introduction of all electrical devices and material herein specified.

"*Telephone electrical workers.*—This jurisdiction covers the male telephone workers employed by telephone companies and actually engaged in the inside construction, installation, maintenance, and repair work associated with telephones and telephone switchboards.

"*Railroad and Pullman electrical work.*—Railroad and Pullman electrical workers are those employed by railroad and Pullman companies, and shall have jurisdiction over all electric wiring and repairing, rebuilding, installing, inspecting, maintaining, assembling, and dismantling of all electrical apparatus, including all electric generators, switchboards, motors and controls, rheostats and control, static and rotary transformers, motor generators, electric meters, electric headlights, and headlight generators, electric welding machines, storage battery and axle lighting equipment, winding armatures, fields, magnet coils, motors, starters; transformers and starting compensators, the slotting of all commutators, all telegraph, telephone, signal, and power limiting and indicating equipment, pole lines and supports for signal, telephone, and telegraph wires and cables, catenary, monorail, third rail, trolley conductors and feed wires, overhead and underground; outside and inside wiring, including all conduit, in and on buildings, yards, structures and on steam and electric locomotives, passenger trains and motor cars, all rail bonding and testing, and testing and calibrating of electrical instruments used on railroads, include wiremen, fixture hangers, armature winders, metermen, electrical inspectors, switchboard operators, generator attendants, motor attendants, substation attendants, electric crane operators, cable splicers, linemen, groundmen, signal men and signal maintainers, telegraph and telephone linemen and repairmen, electric coal pier operators, electric bridge operators, and all other electrical work on railroads.

"It being provided, however, that under no circumstances shall railroad electrical workers do any construction or reconstruction work where building trades mechanics are doing work in connection with same.

"*Shop electrical work.*—Shop electrical workers are those who make, assemble, test, inspect, rebuild, and repair all electrical machines, switchboards, panel boards, control boards, electrical devices and all electrical apparatus in manufacturing shops and shall have jurisdiction over the following:

"The making, assembling, repairing, testing, and inspecting of armatures, fields, generators, motors, coils, transformers, rheostats, dimmers, motor generators, convertors, reacting boxes and all generating devices, auto transformers, compensators, welding and drilling machines, also operating cranes in metal-trade shops.

"The making and assembling, repairing, testing, inspecting, insulating, slotting, trimming, cutting, and grinding commutators, and collector rings, also making, forming, taping, insulating, setting and soldering of all armature, stator or rotor coils, brazing, soldering, sweating and riveting or rotor short circuiting rings.

"The making, assembling, repairing, testing, and inspecting of all types of controllers, starting boxes, and regulators, both manual and automatic, in-

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cluding coils, segments, and contacts of all kinds. Cutting, grinding, making and cabling of carbon, brass or copper brushes.

"The making, assembling, repairing, testing and inspecting of all telegraph, radio-telegraph, telephone, radio-telephone apparatus, both manual and automatic, annunciators, musolophone, dictaphone, dictagraph, and all other calling or communicating devices.

"The making, assembling, repairing, testing, inspecting, laying out, wiring and drilling of switchboards, panel boards, distributing centers, charging and control boards, both manual and automatic, switches, fuses, fuse-blocks, cut-outs, circuit breakers, and other safety devices of all descriptions.

"The wiring, assembling, testing, repairing, and inspecting of all electrical thermostats, stoves, ovens, irons, heaters, urns, and other heating and cooking apparatus, either open coil, sheath wire or casting, vacuum cleaners, washing and burnishing machines, lamp sockets, head lights, and spot lights.

"The wiring, inspecting, repairing and testing of automobiles, street, elevated and subway cars.

"The casting, pasting, trimming and burning of plates, compounding, assembling, charging and making of accumulators and storage batteries, both primary and secondary, and all electrical work in connection with ignition systems.

"The making, assembling, repairing, testing, inspecting and calibrating of all electrical instruments, vibrators, vibrating machines, medical batteries and violet-ray apparatus.

"The making, assembling, repairing, testing, and inspecting of car switches, limit switches, floor stops, door locks and other electrical devices for elevators and hoisting machinery, and in case of units where impractical to move they shall repair same on job, it being definitely understood that men who are employed in shops and doing what is known as combination electrical installation, repair and maintenance work come under the jurisdiction of the inside electrical workers."

Government.—1. General officers are: President, secretary, treasurer, eight vice presidents and nine elective members of the executive council. The president is the chief administrative officer, with comprehensive powers. The vice presidents are organizers. The executive council is a trial and audit board.

2. Local unions: Subordinate; laws and regulations imposed by the international brotherhood.

3. Convention: Biennial; enacts legislation and elects general officers for 4-year term. Constitutional amendments by initiative and referendum.

Qualifications for membership.—"Any electrical worker of good moral character not over 55 years of age nor less than 18 and of good sound health and not afflicted with any disease or subject to any complaints liable to endanger life, who has worked for four years as an electrical worker, and who is competent to command the general average wage, is eligible to membership in this brotherhood as a journeyman member, provided he passes a satisfactory examination * * * and is found to be qualified in all respects.

"Any electrical worker who is not able to qualify as a journeyman member but who is otherwise eligible may be admitted as an apprentice, provided he has worked three months at the trade."

Applicants not meeting physical and age qualifications become nonbeneficiary members.

Female members: "Any female engaged in the manufacture or operation of any electrical apparatus or device may become a member of a local union. Local unions composed of male and female electrical workers shall be classified and chartered as local union, class B."

Apprenticeship regulations.—"Each local union shall provide ways and means for governing their apprentices and helpers, either by admitting them as members or registering them so that they will be under the jurisdiction and control of the local union and not subservient to any other organization. All apprentices one year or more with electrical experience in the local union shall upon application through his local union be initiated in the International Brotherhood of Electrical Workers.

"Each local union shall adopt its own apprenticeship system as the peculiar conditions of each district may require."

Agreements.—Negotiated by local unions to cover separate branches of the trade, except where several branch locals are employed by one concern, when joint agreements may be made to include all employees.

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The National Council on Industrial Relations is a conciliation medium composed of five representatives each of the brotherhood and of the National Association of Electrical Employers. Its services are used when local agreements can not be reached or carried out.

Benefits.—Funeral; insurance; pension. Female members are entitled to a small funeral benefit.

Official organ.—The Journal of Electrical Workers and Operators.

Headquarters.—1200 Fifteenth Street NW., Washington, D. C.

Organization.—Local organizations only, classified as linemen, inside men, trimmers, cranemen, cable splicers, fixture hangers, maintenance, shopmen, power-house men, telephone operators, railroad, bridge operators, studio men.

United States—Alabama, 8; Arkansas, 2; Arizona, 3; California, 57; Colorado, 5; Connecticut, 14; Delaware, 1; District of Columbia, 2; Florida, 12; Georgia, 3; Idaho, 4; Illinois, 41; Indiana, 28; Iowa, 19; Kansas, 10; Kentucky, 6; Louisiana, 9; Maine, 6; Maryland, 6; Massachusetts, 26; Michigan, 18; Minnesota, 10; Mississippi, 3; Missouri, 11; Montana, 13; Nebraska, 3; Nevada, 3; New Hampshire, 4; New Jersey, 19; New Mexico, 1; New York, 53; North Carolina, 6; North Dakota, 1; Ohio, 40; Oklahoma, 12; Oregon, 7; Pennsylvania, 39; Rhode Island, 6; South Carolina, 2; South Dakota, 1; Tennessee, 10; Texas, 32; Utah, 3; Virginia, 11; Washington, 14; West Virginia, 9; Wisconsin, 18; Wyoming, 4; Canal Zone, 2. *Canada*—Alberta, 3; British Columbia, 4; Manitoba, 2; New Brunswick, 1; Nova Scotia, 2; Ontario, 18; Quebec, 6; Saskatchewan, 3. *Total*, 656.

Membership.—141,640.

Telephone Operators' Department

The Telephone Operators' Department of the International Brotherhood of Electrical Workers is an autonomous department within the brotherhood, having jurisdiction and complete control over telephone operators. It was organized as a department in November, 1918. Previous to the establishment of the department organization of telephone operators existed only as sublocals of local unions of electrical workers. The first of these to be chartered by the international brotherhood was that organized in Boston in April, 1912. The officers of the department are president, vice president, secretary, and treasurer. "The department officers shall have the same jurisdiction over affairs relating exclusively to the department which international officers have over affairs relating to the brotherhood."

Any telephone operator actually engaged in the trade is eligible to membership. Chief operators are organized separately with the consent of the local union.

The department pays a funeral benefit. Conventions are held every other year, at which the general officers are elected. Amendments to constitution, by-laws, and local rules, by referendum.

There are at present 24 local unions of telephone operators, with a total membership of 6,000, as follows: California, 2; Illinois, 10; Indiana, 1; Massachusetts, 3; Montana, 2; Ohio, 2; Oregon, 1; Pennsylvania, 3.

The headquarters of the Telephone Operators' Department is Tremont Building, Boston, Mass.

Elevator Constructors, International Union of

Affiliated to the American Federation of Labor.

Organized July 18, 1901, in New York City as the International Union of Elevator Constructors of the United States. Jurisdiction

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was later extended to Canada, and in 1903 the name of the organization was changed to International Union of Elevator Constructors. A jurisdictional dispute with the International Union of Building Service Employees over elevator operators and starters ended in 1922 with a decision by the American Federation of Labor granting the jurisdiction over these workers to the elevator workers.

Objects.—"The object of the international union shall be to bind together and unite the locals of which it is composed for mutual interest and protection."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The construction, installation, and operation of elevators and elevator machinery. Specifically: Hydraulic, steam, electric, belt, hand power, or compressed air; also assembling and building escalators or traveling stairways; the assembling of all cars complete; putting up of all guides, either of wood or iron; the setting of all tanks, whether pressure, open, or pit tanks; the setting of all pumps (where pumps arrive on job in parts they are to be assembled by members of this union); all electric work connected with car, machinery, and hoisting; all overhead work, either of wood or iron, and supports for same where required; the setting of all templets; all automatic gates; all indicators; all foundations, either of wood or iron, that would take the place of masonry; the assembling of all hydraulic parts in connection with elevators; all locking devices in connection with elevators; the boring, drilling, and sinking of all plunger elevators; all link-belt carriers; all air cushions, with the exception of those built of brick or those put together with hot rivets; the operating of all temporary cars, and all work in general pertaining to the erection and equipment of an elevator complete."

Government.—1. General executive board, composed of president (who is also chief organizer), secretary-treasurer, and eight vice presidents. The general executive board shall decide all points of law, all grievances and appeals submitted to it in legal form, and their decisions shall be binding as law until reversed by a convention. The executive board shall meet annually, and may submit new legislation and rules to referendum vote.

2. Local unions: Autonomy not defined by constitution.

3. Convention: Time indeterminate. Elects general officers. Constitution may be amended only by convention.

Qualifications for membership.—All persons employed within the jurisdiction are elegible to membership.

Apprenticeship regulations.—Three-year term. One apprentice to each shop and one additional for each eight mechanics employed in the shop.

Agreements.—Negotiated locally on terms embraced in a mutual agreement drawn up by a joint committee representing the manufacturers and the international union. Local agreements signed by the general executive board.

Benefits.—Strike.

Official organ.—The Elevator Constructor.

Headquarters.—191 Joralemon Street, Brooklyn, N. Y.

Organization.—Local unions only; operators and starters have separate locals: *United States*—Alabama, 1; Arkansas, 1; California, 4; Colorado, 1; Connecticut, 1; District of Columbia, 1; Florida, 3; Georgia, 1; Illinois, 4; Indiana, 3; Iowa, 2; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 3; Michigan, 4; Minnesota, 2; Missouri, 2; Montana, 1; Nebraska, 1; New Jersey, 1; New York, 6; North Carolina, 1; Ohio, 6; Oklahoma, 2; Oregon, 1; Pennsylvania, 7; Rhode Island, 1; Tennessee, 3; Texas, 4; Virginia, 2; Washington, 1; West Virginia, 3; Wisconsin, 1. *Canada*—British Columbia, 1; Ontario, 2; Quebec, 1. *Total*, 81.

Membership.—18,000.

Engineers, International Union of Operating

Affiliated to the American Federation of Labor.

Organized December 7, 1896, in St. Louis, Mo. At the American Federation of Labor convention of 1896 there were in attendance four engineers representing other trades. They conceived the idea

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of a separate union for engineers and called a meeting of engineers in St. Louis in December of the same year. The National Steam Engineers' Union was thus established. In 1905 the name of the organization was changed to International Union of Steam Engineers, and in 1915, on account of widened jurisdiction, it was again changed to International Union of Steam and Operating Engineers.

A union of steam shovel and dredge men was formed the same year the engineers organized, which affiliated to the American Federation of Labor in 1915. The engineers protested against what they considered a dual organization within the federation and by 1918 had secured a convention decision ordering the steam-shovel men to amalgamate. This the Brotherhood of Steam Shovel and Dredge Men refused to do. They were expelled from the American Federation of Labor in 1918, and for 10 years maintained an independent existence, the only unaffiliated union in the building industry. By a referendum vote of the two organizations an amalgamation took place in April, 1927, which was virtually absorption of the Brotherhood of Steam Shovel and Dredge Men by the engineers. The new title, "International Union of Operating Engineers," was adopted in April, 1928.

Objects.—"The objects of the organization are: The elevation of our craft to its proper position in the ranks of the workers; to encourage a higher standard of skill among our members; to cultivate feelings of friendship among the men of our craft; to assist each other in securing employment; to reduce the hours of labor; to secure a higher standard of wages for work performed; and by legal and proper means to elevate the moral, intellectual, and social conditions of our members."

Territorial jurisdiction.—United States, Canada, and Panama.

Trade jurisdiction.—"All those engaged in the operation of steam boilers, stationary, marine, Diesel, portable, hoisting, and electrical engines, gas engines, internal-combustion engines, or any machine that develops power.

"All hoisting and portable engines and boilers on building and construction work, when operated by steam, electricity, or compressed air, including pumps, siphons, pulsometers, concrete mixers, stone crushers, air compressors, and elevators when used for hoisting building materials, street rollers, steam shovels, cableways, clamshell buckets, orange-peel buckets, pile drivers, dinky locomotives, or any other machine that develops power."

Government.—1. General executive board, consisting of the general president, the five vice presidents, and the general secretary-treasurer. "All the powers of the International Union of Operating Engineers when not in session shall be vested in the general executive board. * * * The general president shall act as chairman. He shall have full control of all matters of interest to the organization."

2. Joint executive board: "Where there are two or more local unions in one city or town, there shall be formed a joint executive board to be composed of three members from each local union. * * * joint executive boards may adopt such by-laws as they may deem necessary to govern their local conditions, providing they do not conflict with the constitution of the general organization."

3. Local unions: "Local unions reserve power at their own option by vote of their members to approve or reject all or any part of any legislative act, measure, resolution, by-law, rule or constitutional amendment enacted by the convention or promulgated by any general officer or officers. These reserved powers are expressly declared to include all measures relating to elections and finances of the organization."

4. Convention: Held quadrennially; enacts legislation and nominates general officers. Election of general officers by referendum. Constitutional amendments by convention and referendum, or by initiative and referendum.

Qualifications for membership.—"A candidate for membership must be a competent engineer or apprentice engineer. He shall possess a license in locali-

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ties where such is required. * * * No person who is a member of any organization opposed to organized labor may be admitted to membership."

Apprenticeship regulations.—Determined by legislation in States which require that an engineer be licensed. No apprenticeship required in work for which no license is demanded.

Agreements.—Negotiated by local unions with local employers upon terms approved by the general executive board prior to negotiation.

Benefits.—Strike.

Official organ.—The International Engineer.

Headquarters.—1003 K Street NW., Washington, D. C.

Organization.—Local unions: *United States*—Alabama, 2; Arizona, 2; California, 18; Colorado, 5; Connecticut, 2; District of Columbia, 4; Florida, 4; Georgia, 4; Illinois, 35; Indiana, 8; Iowa, 5; Kansas, 1; Kentucky, 3; Louisiana, 3; Maine, 2; Maryland, 2; Massachusetts, 13; Michigan, 4; Minnesota, 8; Missouri, 6; Montana, 3; Nebraska, 4; New Jersey, 9; New Mexico, 1; New York, 27; North Carolina, 1; North Dakota, 1; Ohio, 39; Oklahoma, 4; Oregon, 4; Pennsylvania, 12; Rhode Island, 2; Tennessee, 4; Texas, 12; Utah, 1; Virginia, 1; Washington, 8; West Virginia, 3; Wisconsin, 5. Canal Zone, 1. *Canada*—Alberta, 4; British Columbia, 5; Manitoba, 2; Ontario, 18; Quebec, 1. *Total*, 303.

Membership.—36,000.

Granite Cutters' International Association of America, The

Affiliated to the American Federation of Labor.

Organized at Rockland, Me., on March 10, 1877. Organization of granite cutters began as early as 1820, but continued purely local in character until 1877, when the local unions then in existence met in Rockland, Me., and established the Granite Cutters' National Union. Jurisdiction was subsequently extended to Canada, and since 1905 the organization has been known as The Granite Cutters' International Association of America.

Objects.—"The objects of this association are: To encourage a regular apprentice system and a higher standard of skill; to cultivate feelings of friendship among the craft; to assist each other to secure employment; to reduce the hours of daily labor; to discourage piecework as tending to degrade the trade; to secure adequate pay for our work; to furnish aid in case of death and to assist, to the best of our ability, disabled members; to endeavor by legal and proper means to elevate the moral, intellectual and social conditions of our members, and to improve the trade."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"It is hereby declared and set forth that the Granite Cutters' International Association of America claims the right of jurisdiction over cutting, carving, dressing, lettering and all metal lettering, sand-blasting, sawing and setting all granite (natural and artificial) and hard stone on which granite cutters' tools are used. This includes from the roughest of street work and rock-faced ashlar to the finest of molded work, carving statuary, machine cutting, turning, rubbing, polishing or dressing, sandblasting, including work of preparing and placing of composition necessary, sawing and setting of any kind of granite (natural and artificial) and other hard stone on which granite cutting tools or machines are used, and making up, sharpening or dressing such tools either by hand or machine."

Government.—1. General executive council, composed of five granite cutters (one from each zone), one polisher, one tool sharpener, and the international president, is the executive and administrative power.

2. Branch associations: Subordinate; dues, officers, officers' salaries, etc., determined by international constitution.

3. Referendum: All general officers elected by referendum; international association business submitted to branches for action monthly.

4. Convention: On referendum call only; constitutional amendments by convention, except that in "extreme emergency" amendments may be made by referendum.

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Qualifications for membership.—"Eligibility of persons presenting themselves for membership shall be determined by branches where application is made."

Apprenticeship regulations.—"The number of apprentices shall be left with the different branches to regulate, but in no case shall there be more than three apprentices employed to each full tool sharpener's gang of journeymen, nor more than two when the number of journeymen engaged is less than a full gang; when six or less are employed there shall be but one apprentice. No apprentice tool sharpener to be employed unless there are at least three journeyman tool sharpeners employed. No apprentice polisher to be employed unless there are at least three journeymen polishers employed.

"The term of apprenticeship at granite cutting shall be three years; at tool sharpening two years, and at polishing two years, and no apprentice shall be admitted to membership in this association unless he has completed his full term of apprenticeship. It shall be the duty of the branches to see that apprentices are given a fair opportunity to make themselves proficient at our trade."

Agreements.—Negotiated by local branches on terms approved by the executive council.

Benefits.—Strike and lockout; death; loss of sight.

Official organ.—The Granite Cutters' Journal.

Headquarters.—25 School Street, Quincy, Mass.

Organization.—Five territorial divisions: Zone 1, eastern Canada and Vermont; zone 2, Massachusetts, Connecticut, New Hampshire, Rhode Island, and Maine; zone 3, New York, New Jersey, Delaware, Pennsylvania, Maryland, District of Columbia, Ohio, Virginia, and West Virginia; zone 4, Wisconsin, Michigan, Illinois, Indiana, Kentucky, Tennessee, Mississippi, North Carolina, South Carolina, Alabama, Georgia, Florida, and Louisiana; zone 5, western Canada, Washington, Oregon, California, Montana, Idaho, Nevada, Utah, Arizona, New Mexico, Wyoming, Colorado, North Dakota, South Dakota, Nebraska, Kansas, Oklahoma, Texas, Minnesota, Iowa, and Arkansas.

Local unions only: *United States*—California, 4; Colorado, 2; Connecticut, 7; District of Columbia, 1; Georgia, 3; Illinois, 1; Iowa, 1; Kentucky, 1; Louisiana, 1; Maine, 10; Maryland, 2; Massachusetts, 17; Michigan, 1; Minnesota, 4; Missouri, 1; New Hampshire, 3; New Jersey, 1; New York, 5; North Carolina, 2; Ohio, 3; Oregon, 1; Pennsylvania, 2; Rhode Island, 2; South Carolina, 1; Texas, 2; Utah, 1; Vermont, 13; Virginia, 2; Washington, 3; Wisconsin, 1. *Canada*—British Columbia, 1; Ontario, 1; Quebec, 1. *Total*, 101.

Membership.—8,500.

Hod Carriers, Building and Common Laborers' Union of America, International

Affiliated to the American Federation of Labor.

Organized in Washington, D. C., on April 13, 1903. The organizing convention was called by officials of the American Federation of Labor for the purpose of forming a trade-union from the various directly affiliated local unions of hod carriers and building laborers. The first convention was attended by delegates from 26 American Federation of Labor local unions. At the second convention, held the next year, delegates from 130 locals of the new international organization were in attendance. The name of the union as at first established was International Hod Carriers and Building Laborers' Union of America, and it was solely a building-trades union. Later it widened its scope to include unskilled labor in other fields, and the name was changed to include "common labor."

Upon the dissolution of the American Brotherhood of Cement Workers in 1916, the cement laborers who had been members of that organization were taken over by the hod carriers' union. In 1918 the Compressed Air and Foundation Workers' International Union merged with the Hod Carriers, Building and Common Labor-

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ers' Union, and in 1929 the Tunnel and Subway Constructors' International Union joined the hod carriers' union by an agreement between the two organizations. The tunnel and subway workers continue as a unit, in a local union of the hod carriers, and retain complete jurisdiction over that class of work.

Objects.—"The object of this union shall be the protection of its members, to assist each other by all legal means to obtain fair and just treatment for all laborers, and to elevate their social position."

Territorial jurisdiction.—United States and possessions, Canada.

Trade jurisdiction.—"Wrecking of buildings, excavation of buildings, digging of trenches, piers and foundations, holes, digging, lagging and sheeting of said foundations, holes and caisson work; concrete for walls, foundations, floors, or any other construction, whether done by hand or any other process; tending to masons, mixing and handling all materials used by masons, building of scaffolds for masons and plasterers; building of centers for fireproofing purposes; tending to carpenters; tending to and mixing all material for plastering, whether done by hand or by any other process; clearing of débris from buildings; shoring, underpinning and raising of old buildings; drying of plastering when done by salamander heat; handling of dimension stones; and common laboring in the construction of streets, sewers, and tunnels. Working in air pressure (compressed air) whether in caisson cylinders, subway tunnels, or compartments; sinking of all open caissons for whatever purpose they may be used; common laboring in factories, mills and shipyards."

Government.—1. General officers, president, six vice presidents, secretary-treasurer. "The international union shall have supreme ruling power over all local unions." Its powers "shall be executive, legislative, and judicial, * * * its jurisdiction shall be the ultimate tribunal and * * * its decision shall be final and conclusive."

2. District councils: Composed of delegates from local unions, have jurisdiction, supervision, and control over all matters relative to agreements with employers covering wages, hours and working conditions in their localities; and have jurisdiction over "all things necessary to guard the interests" of component locals. Affiliation of locals mandatory.

3. Local unions: "The government and superintendence of subordinate unions shall be vested in the international union as the supreme head of all local unions. * * * The jurisdiction of local unions shall be that assigned to them by the international union."

4. Convention: Held every five years, unless otherwise ordered by referendum. Enacts legislation and elects general officers.

Qualifications for membership.—"No person shall be accepted to membership in any local union under the jurisdiction of the international union unless he is actually working at the calling and is a man of good moral character and known by at least two members in good standing." Applicants must be citizens or have made legal citizenship declaration.

Apprenticeship regulations.—No apprentice system.

Agreements.—Negotiated locally between local unions or district councils, and individual employers. Subject to approval of international office. General officers assist in conferences if needed.

Benefits.—Death.

Official organ.—None.

Headquarters.—25 School Street, Quincy, Mass.

Organization.—District councils: California—Fresno, Glendale, Long Beach, Los Angeles, Pasadena, and San Jose; Connecticut—Bridgeport, Danbury, Greenwich, New Canaan, Ridgefield, South Norwalk, and Stamford; Illinois—Chicago, Oak Park, Evanston, Joliet, Wheaton, Aurora, Batavia, East St. Louis, Belleville, Granite City, Gillespie, and Staunton; Indiana—Gary, Hammond, and Lafayette; Iowa—Des Moines; Kansas—Kansas City; Kentucky—Louisville; Maine—Portland; Massachusetts—Boston; Missouri—Kansas City, Sugar Creek, and St. Louis; New Jersey—Hudson County, Monmouth County, Hackensack and vicinity, Essex County; New York—Albany, Rochester, Schenectady, Syracuse, Troy, Utica, and Westchester County; Ohio—Cleveland, Berea, Cincinnati, and Lockland; Oregon—Portland; Pennsylvania—South Brownsville, Uniontown, Pittsburgh and vicinity, and Philadelphia and vicinity.

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Local unions: *United States*—Alabama, 1; Arizona, 2; Arkansas, 1; California, 41; Colorado, 5; Connecticut, 14; Delaware, 1; District of Columbia, 3; Florida, 1; Idaho, 1; Illinois, 87; Indiana, 15; Iowa, 8; Kansas, 6; Kentucky, 3; Louisiana, 2; Maine, 4; Maryland, 3; Massachusetts, 27; Michigan, 3; Minnesota, 6; Mississippi, 1; Missouri, 16; Montana, 5; Nebraska, 1; Nevada, 1; New Hampshire, 1; New Jersey, 57; New Mexico, 1; New York, 54; North Carolina, 4; North Dakota, 1; Ohio, 24; Oklahoma, 13; Oregon, 6; Pennsylvania, 26; Rhode Island, 3; Tennessee, 2; Texas, 8; Utah, 1; Virginia, 2; Washington, 11; West Virginia, 1; Wisconsin, 7; Wyoming, 1. *Canada*—Alberta, 3; British Columbia, 2; Nova Scotia, 1; Ontario, 4. *Total*, 491.
Membership.—95,000.

Lathers' International Union, Wood, Wire, and Metal

Affiliated to the American Federation of Labor.
Organized December 15, 1899, in Detroit, Mich.

Object.—"Our object shall be to encourage and formulate local unions of the craft, the closer amalgamation of locals under one head to establish the eight-hour day, to effect an equitable adjustment of all differences arising from time to time between our members and their employers, to the end that trade quarrels, strikes, and lockouts may be reduced to a minimum, to more thoroughly inculcate the principles of unionism and secure an improvement of the conditions under which we labor."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"Erecting and installing of all light iron construction; furring, making and erecting of brackets, clips, and hangers; wood, wire, and metal lath, plaster board, or other material which takes the place of same, to which plaster material is adhered; corner heads, all floor construction, arches erected for the purpose of holding plaster, cement, concrete, or any other plastic material.

"The foregoing classification of work, as defined in numerous decisions and rulings since this jurisdiction was granted our organization, covers such work as—

"Light iron partitions, constructed of channels, flat iron, Knapp Berger, and other patent pronged studs, iron wall furring, all light ironwork for suspended and other metallic lath ceilings, making and erecting light iron brackets, which are used in connection with ornamental plastering for cornices, paneled ceilings, groin, elliptical, Gothic, proscenium, and all other arches of this description; the erection of metal corner beads, metal picture mold, metal base screed; and other metal specialties which are covered with plastic material, the wrapping of beams and columns, the placing of steel tile and other forms of floor reinforcement, the placing, nailing, and tying of all wire and metallic lath no matter for what purpose used—which includes wire cloth, expanded metal, all Hy-Rib, Self-Sentering, Shure-Bond, Trussit, Ferro-Inclave, Ferro-Lithic, Plate Lath, Chanelath, Rib-Centering, Kno-Fur, Corr-Mesh, Trusses-V-Rib, Truss-Metal, Key-Ridge, and all other similar forms of self-supporting lath; the fabrication and installation of all light iron erected for the purpose of receiving metallic lath, or plastic material, and all other forms of lath, including wood, plaster board, Bestal board, button lath, woven-wood lath, metallite lath, mastic board, Bishopric board, E-Cod-Fabric, welded-sheathed-lath, composite or brick lath, basket lath and lath of any other make or description erected to receive or hold plastic material."

Government.—The president "shall supervise the affairs of the international union," with extensive executive powers. General executive board, composed of the seven vice presidents, is a trial and appeal board.

2. District councils: Composed of delegates from local unions in districts having two or more locals. Affiliation compulsory on part of locals. "A district council shall have such authority within the limitations of the laws of the international union as may be delegated to it by the local unions of which it is composed."

3. Local unions: Autonomous within limits of national constitution. Constitution and by-laws subject to approval of general office.

4. Convention: Held triennially; enacts legislation and elects general officers. No referendum.

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Qualifications for membership.—Discretionary with local unions, but applicant must have two years' experience in the trade, be a citizen of the United States or of Canada, or have declared citizenship intentions. "No one shall be discriminated against for race or color."

Apprenticeship regulations.—"All apprentices shall work not less than six months on wood lath before being placed on metal." Apprenticeship term "shall in no case be less than two years."

"Apprentices shall in no case be admitted to any local union in excess of one apprentice to each local and one additional to each five members, said apprentice not to be under the age of 16 years nor over the age of 21 years. * * * The matter of shop distribution of apprentices shall be left entirely to the will of the local."

Agreements.—Wage scales and working conditions established locally either by district councils or local unions. Wage scales uniform throughout a district where a district council exists; such scales and working conditions approved by component local unions.

Benefits.—Funeral.

Official organ.—The Lather.

Headquarters.—Lathers' Building, Cleveland, Ohio.

Organization.—District councils: California, 3 (Golden Gate District Council, Southern California District Council, California State Council); Florida (Florida East Coast District Council); Illinois, 2 (Illinois State Council and Mississippi Valley District Council, includes St. Louis); Massachusetts State Council; Minnesota (Interstate District Council, Duluth and Superior); New Jersey State Council; New York, 2 (Western New York District Council, Buffalo and vicinity and Westchester, Greater New York and Long Island District Council); Ohio, (Buckeye State Council); Oregon State Council; Pennsylvania (West Penn District Council, Pittsburgh and vicinity); Texas (Lone Star State Council); Washington (Pacific Northwest District Council).

Local Unions: *United States*—Alabama, 2; Arkansas, 1; Arizona, 2; California, 28; Colorado, 4; Connecticut, 8; Delaware, 1; District of Columbia, 1; Florida, 6; Georgia, 2; Idaho, 1; Illinois, 20; Indiana, 10; Iowa, 5; Kansas, 3; Kentucky, 2; Louisiana, 2; Maryland, 1; Massachusetts, 14; Michigan, 11; Minnesota, 2; Mississippi, 1; Missouri, 6; Montana, 3; Nebraska, 2; Nevada, 1; New Jersey, 14; New York, 17; North Carolina, 2; Ohio, 17; Oklahoma, 8; Oregon, 6; Pennsylvania, 19; Rhode Island, 1; Tennessee, 1; Texas, 10; Utah, 2; Virginia, 2; Washington, 10; West Virginia, 4; Wisconsin, 8; Wyoming, 1. *Canada*—Alberta, 2; British Columbia, 2; Ontario, 4; Quebec, 1; Manitoba, 1. *Total*, 271.

Membership.—16,500.

Marble, Stone, and Slate Polishers, Rubbers, and Sawyers, Tile and Marble Setters' Helpers and Terrazzo Workers' Helpers, International Association of

Affiliated to the American Federation of Labor.

Organized in Detroit in 1901 as the International Union of Marble Workers. After the Bricklayers, Masons, and Plasterers' International Union joined the American Federation of Labor the organized marble setters who were then members of the International Association of Marble Workers transferred their membership to the bricklayers international and the marble workers changed the name of their organization to the International Association of Marble, Stone and Slate Polishers, Rubbers and Sawyers. In 1918 the Bricklayers, Masons and Plasterers' International Union requested the marble workers to make provision for the admission into their union of tile setters' helpers. Application for this extended jurisdiction was opposed by the International Hod Carriers, Building and Common Laborers' Union. By decision of the American Federation of Labor, however, jurisdiction was granted to the marble workers' union, and in 1921 tile and marble setters' helpers were taken into the organiza-

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tion and the name changed in accordance therewith. Still later jurisdiction was extended over the terrazzo workers' helpers, and now all of these branches of the craft are recognized in the title of the organization.

Objects.—"The objects and aims of this international association are to discourage piecework, to encourage an apprentice and improver system, to cultivate feelings of friendship among the men of the different industries named, to assist each other to procure employment, to reduce the hours of daily labor, and secure adequate pay for our work, and by legal and proper means elevate the moral, intellectual, and social conditions of our members."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The sawing, rubbing, and polishing of marble, stone, and slate used for structural, sanitary, decorative, commemorative, and other purposes inside and about buildings of every description, in subways and cemeteries or wherever required for floors, wall linings, wainscoting, ceilings, stairways, steps, platforms, tile, door and window trims, counters, store fronts, vaults, operating rooms, bath and toilet rooms, and switchboards.

"Our polishers and rubbers shall polish, rub, and clean all marble, stone, slate, and glass, and all compositions and imitations that require the same process of finishing required in polishing, rubbing, and cleaning marble, stone, or slate; this work applies to shop and building, hand and machine.

"Sawyers shall run all gang, cable, and diamond saws, set all blocks in gangs, and hammer and set all saws.

"Marble setters' helpers shall do all utility work, such as loading and unloading trucks at shop or building, rigging for heavy work, and such other work as is required in helping a marble setter.

"Tile layers' helpers shall do all the cleaning of tile set by the tile layer, handle all sand, cement, lime, tile, and all other materials that may be used by tile layers after being delivered at the building.

"Terrazzo workers' helpers shall do all the handling of sand, cement, lime, terrazzo, and all other materials that may be used by the marble, mosaic, and terrazzo workers after being delivered at the building, or at the shop; rubbing and cleaning all marble, mosaic, and terrazzo floors, bare wainscoting when run on the building by hand or machine."

Government.—1. General executive council, composed of president, secretary-treasurer, and nine vice presidents, is the governing body, with the president as the chief executive officer, with comprehensive powers.

2. Local unions: Autonomous, but constitution and by-laws must be approved by general president.

3. Convention: Held biennially; enacts legislation and elects general officers.

Qualifications for membership.—Applicants for membership must be or become citizens of the United States. Four years' apprenticeship is required for marble polishers before admission to the union.

Apprenticeship regulations.—Apply to marble polishers only, in which branch there is a four-year term. One apprentice to each five journeymen, but not more than five apprentices per year are allowed in any one shop.

Agreements.—Negotiated by local unions. Constitutional requirement: "Local unions must embody in their constitutions and by-laws a general law providing for a form of agreement with employers and the establishment of a joint committee of arbitration."

Benefits.—Death.

Official organ.—None.

Headquarters.—406 East One hundred and forty-ninth Street, New York City.

Organization.—Local unions only: California, 2; Canada, 2; Connecticut, 2; District of Columbia, 1; Illinois, 6; Indiana, 3; Maryland, 1; Massachusetts, 2; Michigan, 1; Minnesota, 1; Missouri, 4; New Jersey, 2; New York, 8; Ohio, 4; Oklahoma, 1; Pennsylvania, 8; Rhode Island, 1; Washington, 1; Wisconsin, 2; *Total*, 52.

Membership.—6,500.

Painters, Decorators and Paperhangers of America, Brotherhood of

Affiliated to the American Federation of Labor.

Organized in Baltimore, Md., on March 15, 1887. Incorporated December 7, 1894. Painters took active and prominent part in the

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Knights of Labor movement from the beginning and were extensively organized thereunder. They were, however, among the first to break away from that movement and join the ranks of the craft unionists. At the instigation of the organization of painters in Baltimore, Md., a conference was called in that city on March 15, 1887. This meeting was attended by representatives of Knights of Labor assemblies and independent craft unions to the number of 13. From this conference emerged the Brotherhood of Painters and Decorators. A journal was started the first year. In 1890, the name was changed to include the paper hangers, and the title then adopted remains the official name of the organization.

A division of interests between the locals of the East and of the Middle West crystallized into a conflict over the location of permanent headquarters, which up to 1894 had been in Baltimore. The result was a schism and the organization of the western faction into a new body. Both organizations functioned independently, the insurgent western group soon outstripping the parent union in membership and aggressiveness. In 1900 the executives of both groups met with representatives of the American Federation of Labor in Washington, and secured an adjustment which again brought them together as one organization. Headquarters were retained by the western group at LaFayette, Ind.

Originally composed exclusively of house painters and decorators, the brotherhood has extended its scope to the entire field of painting as well as paper hanging and the decorative arts, and by so doing has absorbed into its own membership the United Scenic Artists, the National Paperhangers' Association, the National Union of Sign Painters, and the Amalgamated Glass Workers' International Union (stained and decorative glass workers).

Objects.—The objects of this association are: The aiding of members to become more skillful and efficient workers; the promotion of their general intelligence; the elevation of their character; the regulation of wages, hours, and conditions of labor; the cultivation of friendship among the members of the association and the rendering of assistance in securing employment; the promotion of their individual rights in the prosecution of their trade or trades; the raising of funds for the benefit of sick, disabled, or unemployed members; and the families of deceased members who continuously complied with our laws; and such other objects for which working people may lawfully combine, having in view their mutual protection and benefit."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The Brotherhood of Painters, Decorators, and Paperhangers of America shall have jurisdiction of all house, sign, pictorial, coach, car, automobile, carriage, aircraft, machinery, ship and railroad equipment painters; over all decorators, paper hangers, hardwood finishers; grainers, glaziers, varnishers, enamelers, gilders, and scenic artists; over all men engaged in applying or removing paints, oils, varnishes, water colors, wall paper or other materials used in the various branches of the trade, and over all glass workers, to wit: Setters of art glass, prism glass, leaded glass and protection glass, bevelers, cutters, glaziers in lead or other metals, shade workers, silverers, scratch polishers, embossers, engravers, designers, painters on glass, chippers, mosaic workers, benders, cementers, flat glass or wheel cutters and other workers in glass used in the construction of buildings or for architectural or decorative purposes; and shall be comprised of an unlimited number of local unions, district councils, and other subordinate bodies, subject to its laws and usages."

Government.—1. General executive board, composed of president, six vice presidents, exercises "general supervision over the affairs of the brotherhood."

2. District councils, composed of delegates from all local unions within a given jurisdiction, "shall have legislative and executive power on all matters

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relating to the common interest and welfare of the local unions in the district subject to a referendum vote of all affiliated locals. * * * They shall establish a uniform rate of wages, dues, and initiation fees. * * * and shall have power to frame all working or trade rules and to enforce the same." Affiliation of local unions to district councils compulsory.

3. Local unions: Local by-laws subject to approval of the general executive board. Locals, where no district council exists, control wage scales and working conditions.

4. Convention: Held quadrennially. General officers elected by general assembly. Amendments to constitution and revision of laws by convention and referendum.

Qualifications for membership.—"Any person to be admitted to membership in this brotherhood must have followed for three years one of the branches of our trade as enumerated in the constitution and be competent to command the minimum wages established by the local union or district council in which he applies for membership.

"The admission of contractors to membership or the refusal thereof shall be determined by the by-laws of the local union or the district council * * * but they must comply with the trade rules and working conditions of the locality in which the work is done, must pay the union scale, and hire only union men and not belong to any employers' or contractors' association."

Apprenticeship regulations.—"Any boy engaging to learn the trade of painting, paper hanging, decorating or other allied trades enumerated in this constitution, must be under the age of 21 at the time of his registration (unless by dispensation), shall be required to serve a regular apprenticeship of three consecutive years and shall register with the local union or district council in the locality where he is employed. * * * An apprentice leaving (his employer) except for good reasons shall not be permitted to work under the jurisdiction of any local union in our brotherhood, but shall be required to return to his employer and serve out his apprentiship.

"Apprentices in the last year of their service shall be initiated as apprentices and entitled to a seat in the union, but shall have no vote.

"Each local union and district council shall make regulations limiting the number of apprentices employed in each shop to one for such number of journeymen as may seem just."

Agreements.—Negotiated locally, by district councils where such exist, otherwise by local unions, generally with individual employers, and are subject to approval by the general executive board.

"There is no stated policy regarding agreements, further than that they must specify that only members of the brotherhood be employed, and that the contractors pay the prevailing wages and observe the working conditions."

Benefits.—Strike; death (member and member's wife); total disability; injury (by some locals).

Official organ.—The Painter and Decorator.

Headquarters.—Painters and Decorators' Building, La Fayette, Ind.

Organization.—Conferences: California (State); Colorado (State); Connecticut (State); Connecticut Valley conference (headquarters, Westfield, Mass.); Eastern Conference of Sign, Scene, and Pictorial Painters (headquarters, New York City); eastern Pennsylvania district conference; Florida (State); Illinois (State); Indiana (State); Iowa (State); Kentucky (State); Massachusetts (State); Merrimac Valley Midwest conference of glass workers; Minnesota (State); National conference of Sign, Scene, and Pictorial Painters (headquarters, Chicago, Ill.); New Jersey (State); New York (State); Ohio (State); Oklahoma (State); Pacific Coast Conference of Glass Workers; Pacific Coast Conference of Sign, Scene, and Pictorial Painters; Texas (State); Washington (State); western Pennsylvania tri-State conference (headquarters, New Castle, Pa.); Wisconsin (State); Worcester County (Mass.) conference.

District councils: Alabama, Birmingham; California, Los Angeles, Santa Clara County, and San Francisco; Florida, Miami; Georgia, Atlanta; Illinois, Chicago, DuPage County, Mississippi Valley (Rock Island); Indiana, Indianapolis; Maryland, Baltimore; Massachusetts, North Shore (Gloucester, Beverly, etc.), Berkshire County; Boston and Natick and vicinity; Michigan, Detroit; Minnesota, Twin City; Missouri, St. Louis and Kansas City; New Jersey, Bergen, and Passaic Counties, and Essex County; New York, Buffalo, Manhattan and Bronx, Rochester, Rockland County, Westchester County, Nassau

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County and Queens, Kings County, and Hudson River Counties; Ohio, Cleveland, Cincinnati, and Columbus; Pennsylvania, Philadelphia, and Pittsburgh; Texas, Dallas and Houston; Quebec, Montreal.

Local unions: *United States*—Alabama, 11; Arizona, 5; Arkansas, 12; California, 76; Colorado, 13; Connecticut, 27; Delaware, 1; District of Columbia, 6; Florida, 34; Georgia, 10; Idaho, 4; Illinois, 117; Indiana, 52; Iowa, 24; Kansas, 18; Kentucky, 16; Louisiana, 12; Maine, 9; Maryland, 7; Massachusetts, 70; Michigan, 24; Minnesota, 16; Mississippi, 6; Missouri, 33; Montana, 12; Nebraska, 6; Nevada, 4; New Hampshire, 6; New Jersey, 49; New Mexico, 4; New York, 110; North Carolina, 5; North Dakota, 4; Ohio, 67; Oklahoma, 33; Oregon, 14; Pennsylvania, 78; Rhode Island, 6; South Carolina, 1; South Dakota, 2; Tennessee, 11; Texas, 63; Utah, 4; Vermont, 6; Virginia, 10; Washington, 25; West Virginia, 10; Wisconsin, 27; Wyoming, 8; Canal Zone, 1; Porto Rico, 1. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; Nova Scotia, 2; Ontario, 15; Quebec, 7; Saskatchewan, 2. *Total*, 1,201.

Membership.—125,000.

Plasterers and Cement Finishers' International Association of the United States and Canada, Operative

Affiliated to the American Federation of Labor.

Organized in 1864 as the National Plasterers' Organization of the United States. The name was changed in 1889 to Operative Plasterers' International Association of the United States and Canada. In 1916 the American Brotherhood of Cement Workers was dissolved and the cement finishers belonging to that organization were transferred to the plasterers' union. The name was again changed to signify amalgamation with the cement finishers, and the present title was adopted in 1916.

Object.—The object of this association shall be to facilitate the organization of the trade it represents, for mutual benefit, protection and education.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—*Plasterers.*—"All interior or exterior plastering of cement, stucco, stone imitation or any patent material when cast, the casting and setting of same, also corner beads when stuck must be done by practical plasterers of the Operative Plasterers and Cement Finishers' International Association. This includes the plastering and finishing with hot composition material in vats, compartments, or wherever applied; also the setting in place of plaster boards, ground blocks, patent dots, cork plates. Also the sticking, nailing, and screwing of all composition caps and ornaments. The preparing, scratching, and browning of all ceilings and walls when finished with terrazzo or tile shall be done by plasterers of this association, allowing sufficient thickness to allow the applying of the terrazzo or tile and the application of any plastic material to the same must be done by members of the Operative Plasterers and Cement Finishers' International Association who are practical plasterers. All casting must be done by members of 'shop-hand locals.' The applying of any plastic materials to soffits, ceilings or perpendicular work is recognized as the work of the plasterer, except a base 6 inches or less when the same is of the same material as the floor. * * * No member of this association shall be allowed to work to any corner beads that are put on beams, arches, or groin ceilings.

"All casting and finishing of all imitation stone shall be the work of the membership of the Operative Plasterers and Cement Finishers' International Association."

Cement finishers.—"All concrete construction, including the foremanship of same, such as buildings, bridges, elevators, smokestacks, curbs, and gutters, sidewalks, street paving, alleys and roofs, of mass or reinforced concrete, slabs and all flat surfaces of cement, rock asphalt, mastic in block or any other form, composition, terrazzo, granitoid, mosaic and nail coat, whether done by brush, broom, trowel, float, or any other process. The rodding, spreading and tamping of all concrete, and the spreading and finishing of all top materials, sills, coping, steps, stairs, and risers and running all base 6 inches or less

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in height when floors of the above-mentioned materials are used, patching, brushing, rubbing, chipping, and bush-hammering of all concrete constructions, setting of all strips and stakes and grades. All glass set in cement. The pointing and patching around all steel or metal window frames that touch concrete. That above does not include any work done in and by the usual method of plastering."

Government.—1. General officers: General president, first vice president and 12 additional vice presidents, secretary-treasurer, editor, executive board, and organizer. The executive board consists of three members: General president, first vice president, and secretary-treasurer.

"The executive board shall have control of all executive business and shall fill all vacancies. They shall have power to settle all disputes, grievances, lockouts between employers or exchanges," and their "decisions shall be binding, subject to an appeal to the convention. * * * They shall have full and complete control over all strikes."

2. Local unions: Autonomy not defined in constitution.

3. Conventions: Held biennially; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—"No applicant for membership shall be initiated into any local of this association until he has completed his full term of apprenticeship to the trade."

Apprenticeship regulations.—"Subordinate associations shall have jurisdiction over the apprentice system. * * * In any local where there are not more than 25 members there shall be not more than 2 apprentices allowed."

Ratio of apprentices to journeymen governed by agreement, not by constitutional provision.

Agreements.—Negotiated by local unions with local employers, either individually or in association. Agreements subject to approval of the executive board.

Benefits.—Strike and lockout; death.

Official organ.—The Plasterer.

Headquarters.—Castell Building, Middletown, Ohio.

Organization.—Local unions only: *United States*—Alabama, 7; Arizona, 2; Arkansas, 7; California, 29; Colorado, 8; Delaware, 1; District of Columbia, 1; Florida, 16; Georgia, 5; Idaho, 3; Illinois, 37; Indiana, 31; Iowa, 15; Kansas, 13; Kentucky, 6; Louisiana, 5; Maine, 1; Maryland, 3; Massachusetts, 6; Michigan, 13; Minnesota, 6; Mississippi, 4; Missouri, 16; Montana, 4; Nebraska, 3; Nevada, 2; New Jersey, 5; New Mexico, 2; New York, 14; North Carolina, 5; Ohio, 32; Oklahoma, 16; Oregon, 8; Pennsylvania, 43; Rhode Island, 1; South Carolina, 4; South Dakota, 1; Tennessee, 6; Texas, 23; Utah, 4; Virginia, 7; Washington, 11; West Virginia, 7; Wisconsin, 11; Wyoming, 4; Hawaii, 1. *Canada*—Alberta, 2; British Columbia, 1; Manitoba, 2; Nova Scotia, 1; Ontario, 7; Quebec, 2; Saskatchewan, 2. *Total*, 466.

Membership.—43,000.

Plumbers and Steam Fitters of the United States and Canada, United Association of Journeymen

Affiliated to the American Federation of Labor.

Organized October 11, 1889, in Washington, D. C. Prior to the founding of the present United Association an organization known as the International Association of Plumbers, Steam Fitters and Gas Fitters was formed at Cincinnati, Ohio, composed of Knights of Labor locals and a few independent craft unions. This organization and representatives of local organizations which had not identified themselves with the national body met in Washington on October 11, 1889, and established the United Association of Journeymen Plumbers and Steam Fitters.

A dual organization, the International Union of Steam and Hot Water Fitters, was chartered by the American Federation of Labor in 1899 and both unions functioned separately until 1912, when amalgamation was ordered by the American Federation of Labor

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and the Building Trades Department. The International Union of Steam and Hot Water Fitters refused to comply with the order and was expelled from the federation. Subsequently, while actual amalgamation did not occur, local organizations of the outlawed union withdrew from the parent body and were chartered as local unions of the United Association, and the International Union of Steam and Hot Water Fitters passed out of existence.

Objects.—"The aspirations of this association are to construct an organization which shall subserve the interest of all its members and be a fitting monument to the unions attached thereto. The objects of this association are to protect its members from unjust and injurious competition, and secure through unity of action among all workers of the trade throughout the United States and Canada, claiming as we do that labor is capital, and is the only capital that possesses power to reproduce itself, or, in other words, to create capital. Labor is the interest underlying all other interests; therefore, it is entitled to and should receive from society and government protection and encouragement."

Territorial jurisdiction.—United States and possessions and Canada.

Trade jurisdiction.—All branches of the pipe-fitting industry (plumbers, gas fitters, steam fitters, sprinkler fitters, railroad fitters, marine plumbers, marine fitters, general pipe fitters, steam, sprinkling, and marine fitters' helpers and apprentices).

Government.—1. General officers, composed of president, secretary-treasurer, assistant secretary, 13 general organizers, and 14 vice presidents (7 plumbers and 7 steam fitters) "shall have full discretionary powers over all things connected with the association between conventions (except decisions made at conventions).

2. State associations: Delegate bodies chartered by the association. "Where such State associations exists it shall be mandatory upon all locals in that State to affiliate." * * * State associations "shall have power to create * * * such funds as in their judgment seem wise, such funds to be used for the protection and promotion of the trade in their respective jurisdiction."

3. Local unions: Subordinate.

4. Convention: Held quadrennially; enacts legislation and elects general officers. Amendments to constitution and revision of laws by convention or by initiative and referendum.

Qualifications for membership.—Any competent journeyman plumber or steam fitter is eligible to membership. Competency determined by examination.

Apprenticeship regulations.—"Whenever necessary, local unions may allow each shop 1 apprentice, where they employ 1 or more journeymen steadily, and 1 additional apprentice for every 5 men steadily employed up to 20; but in no case shall any shop be entitled to more than 4 apprentices. Each apprentice shall be registered by a joint committee of employers and journeymen and must serve an apprenticeship of five years."

Agreements.—Negotiated by local unions, generally with employers' associations.

A national agreement covering sprinkler fitters in Local No. 669 (branches in Baltimore, Boston, Buffalo, Chicago, Cleveland, Detroit, Los Angeles, Newark, Philadelphia, Pittsburgh, and Providence) is made between the general officers of the United Association and representatives of several concerns manufacturing and installing automatic fire-extinguishing apparatus. (Kansas City, Minneapolis, St. Louis, Chicago, Milwaukee, and San Francisco sprinkler fitters make local agreements with sprinkler companies.)

Benefits.—Strike and lockout; sick; death.

Official organ.—Plumbers, Gas and Steam Fitters' Journal.

Headquarters.—Machinists Building, Washington, D. C.

Organization.—State associations: California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Missouri, New England, New Jersey, New York, Ohio, Pennsylvania, North Carolina, Potomac (District of Columbia), Texas, Washington, Westchester County (New York), Wisconsin; Ontario and Saskatchewan.

District Councils: Central New York, Greater New York; Hudson Valley (N. Y.), Los Angeles, Northern California, Great Lakes, Hudson County (N. J.), Milwaukee Pipe Trades, Boston and vicinity, New England, Buffalo and vicinity.

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Local unions: *United States*—Alabama, 4; Arizona, 3; Arkansas, 4; California, 41; Colorado, 8; Connecticut, 22; Delaware, 1; District of Columbia, 3; Florida, 16; Georgia, 6; Idaho, 4; Illinois, 45; Indiana, 26; Iowa, 20; Kansas, 11; Kentucky, 6; Louisiana, 5; Maine, 7; Maryland, 3; Massachusetts, 45; Michigan, 17; Minnesota, 12; Mississippi, 3; Missouri, 13; Montana, 9; Nebraska, 5; Nevada, 2; New Hampshire, 6; New Jersey, 34; New Mexico, 1; New York, 68; North Carolina, 8; North Dakota, 3; Ohio, 40; Oklahoma, 11; Oregon, 7; Pennsylvania, 39; Rhode Island, 6; South Carolina, 4; Tennessee, 8; Texas, 21; Utah, 3; Virginia, 8; Washington, 13; West Virginia, 6; Wisconsin, 22; Wyoming, 4; Hawaii, 1; Canal Zone, 2. *Canada*—Alberta, 3; British Columbia, 4; Manitoba, 2; New Brunswick, 3; Nova Scotia, 1; Ontario, 13; Quebec, 3; Saskatchewan, 3. *Total*, 688.

Membership.—65,000.

Roofers, Damp and Waterproof Workers' Association, United Slate, Tile, and Composition

Affiliated to the American Federation of Labor.

Organized in Pittsburgh, Pa., on September 8, 1919. It is an amalgamation of two international unions engaged in roofing work, the International Slate and Tile Roofers' Union of America, organized in 1903, and the International Brotherhood of Composition Roofers, Damp and Waterproof Workers, organized in 1907.

Objects.—"To create and maintain a more harmonious and amicable relation one with another for the mutual benefit of all concerned; to increase, nourish, and sustain the prestige and dignity of all affiliated locals, at the same time guaranteeing to and retaining by each its own local and individual autonomy; to broaden the scope of usefulness and extend the field of employment of each and every individual member; to confederate as far as possible our somewhat spasmodic individual efforts into one continuous collective undertaking for the upbuilding and improvement of this association."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Slate, tile, and composition roofing; specifically, "all slate where used for roofing of any size, shape, or color, including flat or promenade slate, with necessary metal flashing to make water-tight. All tile where used for roofing of any size, shape, or color, and in any manner laid, including flat or promenade tile, with necessary metal flashing to make water-tight. All cementing in, on, or around the said tile and slate roof. All laying of felt or paper beneath the above-mentioned work. All dressing, punching, cutting of all roof slate or tile. All operation of slate-cutting or punching machinery. All substitute material taking the place of slate or tile, as asbestos slate or tile, cement or composition tile, excepting shingles of wood and metal tile. All removal of slate or tile roofing as defined above where the same is to be relaid. All forms of plastic slate, slag, and gravel roofing. All kinds of asphalt or composition roofing. All rock asphalt mastic when used for damp and water proofing. All prepared paper roofing. All compressed paper, chemically prepared paper, and burlap when used for roofing or damp and water proofing purposes, with or without coating. All damp-resisting preparations when applied with a mop, 3-knot brush, or swab in or outside of buildings. All damp courses, sheeting, or coating on all foundation work. All tarred floors. All laying of tile or brick when laid in pitch tar, asphalt mastic, marmolite, or any form of bitumen."

Government.—General executive board, composed of president and six vice presidents. General secretary-treasurer is an international officer but not a member of the general executive board.

General executive board has general supervision over the association; decisions binding unless reversed by convention.

2. Local unions: Largely self-governing. Autonomy not definitely fixed.

3. Convention: Held every two years, or subject to referendum call. Enacts general legislation, acts on G. E. B. decisions, and elects general officers.

Qualifications for membership.—Any skilled or apprentice roofer is eligible to membership; but members must be or become American citizens.

Apprentice regulations.—Under control of local unions.

Agreements.—Negotiated by local unions with individual employers.

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Benefits.—Funeral.
Official organ.—The Journeyman Roofers' Magazine (quarterly).
Headquarters.—3091 Coleridge Road, Cleveland, Ohio (variable).
Organization.—Local unions only: California, 10; Colorado, 2; Connecticut, 2; District of Columbia, 1; Florida, 3; Illinois, 11; Indiana, 4; Louisiana, 3; Maryland, 1; Massachusetts, 6; Michigan, 1; Minnesota, 1; Missouri, 5; Nebraska, 1; New Jersey, 7; New York, 9; Ohio, 10; Oregon, 1; Pennsylvania, 7; Texas, 4; Washington, 2; West Virginia, 1; Wisconsin, 2. *Total*, 94.
Four other local unions, Locals Nos. 100, 101, 102, and 103, are maintained by the United Association for workers in the trade located "in any locality where the requisite five men for the formation of a local can not be found."
They are general membership organizations, membership graduated from Local No. 100 to Local No. 101 after one year's membership, then to Local No. 102, etc. Membership in Local No. 103 entitles member to all rights and privileges of membership in a regularly organized local.
Membership.—4,500.

Stone Cutters' Association of North America, Journeymen

Affiliated to the American Federation of Labor.

Organized December 5, 1887. Craft unions of stonecutters were among the earliest established in the United States, but the organization as it exists to-day was launched on December 5, 1887, at a convention held in Chicago, Ill., attended by representatives from 20 widely scattered cities. The stonecutters were the first craft to obtain a universal 8-hour day, which was accomplished by 1904. Up to 1907 the Journeymen Stone Cutters' Association had been an independent organization, but it affiliated with the American Federation of Labor in that year.

Two rival organizations of stonecutters existed in New York City—the New York Stone Cutters' Society and the Architectural Sculptors and Carvers' Association of New York. In 1915 both these organizations merged with the Journeymen Stone Cutters, which thus became the only organization in the trade, with jurisdiction over carvers as well as cutters.

The official organ of the association has been in continuous publication since 1888.

Objects.—"The objects of this association are: To protect the trade from the dangers surrounding it and by cooperative effort to place ourselves on a foundation sufficiently strong to prevent further encroachment. We propose to maintain an apprentice system, to encourage a higher standard of skill, and to cultivate a feeling of friendship among the men of our craft."
Territorial jurisdiction.—United States and Canada.
Trade jurisdiction.—"The cutting, dressing, setting, carving, fitting, picking out of all stone for position on the wall, drilling and patching of all stone, marble, Caen stone and artificial stone, exterior and interior, in or about a building, irrespective of any finish that may be specified; the trimming and rubbing down of all stone and artificial stone where stonecutters' tools, carborundum, emery or coarse sandstone is used; the molding of all artificial stone and the cutting of terra cotta in shops; all reinforced concrete, concrete cement blocks or artificial stone dressed or cut with stonecutters' tools, bush hammer and patent hammer; this classification to cover all stonecutting done in quarries, shops or buildings, and in the construction of bridges, culverts, manholes, archways, etc., and the cutting of street curbings and all rock-faced stonecutting."
Government.—General officers are president, vice president, general secretary-treasurer, and an executive board of five elected members, one from each district. They are the executive and administrative heads of the organization. "All local, State, and provincial conferences shall be subordinate to and abide by the rulings of officers of the association."

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2. State, provincial, and district conferences: Formed from two-thirds or more of the locals in their respective territories, and "shall have power to make laws to govern themselves * * * so long as such laws do not conflict with the constitution and by-laws of the association."

3. Local unions: "All local unions shall have the right to establish their own local laws, provided they do not conflict with the constitution."

4. Convention: Held triennially, enacts general legislation. Election of general officers by referendum.

Qualifications for membership.—Journeymen stone cutters and carvers, bluestone cutters and carvers, marble cutters and carvers, bridge and curb cutters, tool sharpeners and grinders, and all who operate stone, bluestone, marble, and artificial stonecutting and sawing machinery and all molders in artificial stone plants and all who are engaged in the fabrication of stone, bluestone, or artificial stone, who are citizens of the United States or Canada, or who have declared citizenship intentions, are eligible to membership, after demonstrating ability by actual work performed. "Planermen and all machine men, including all men operating lathes or carborundum machinery used in the fabrication of all materials over which we claim jurisdiction, may become members." "Molders of cast or artificial stone will be taken in under a separate charter."

Apprenticeship regulations.—"No applicant under the age of 16 years or over 20 shall be allowed to apprentice himself to the trade. All apprentices to the stonecutting industry shall serve a term of four years and shall comply with all the rules and regulations governing journeymen.

"One apprentice will be allowed to every 5 men in a shop; 2 apprentices to 15 men; but in no case shall there be more than 3 apprentices in any one shop.

"Locals shall stipulate the rate of wages apprentices under their jurisdiction shall receive each year.

"The employer shall provide all tools for apprentices until said apprentices become journeymen. Apprentices are not to use pneumatic machines."

Agreements.—Negotiated by local unions with local employers, generally individually, but occasionally in association.

Constitutional prohibitions: "This association strictly prohibits piecework and subcontracting of stone cutting or carving * * *. Any member taking a contract shall be compelled to take out an employer's card. Employers shall not work at cutting or carving unless they have two or more members of the association employed. * * * This association does not permit its members to do any carving unless they receive carver's wages. Carvers shall receive at least $2 per day more than journeymen cutters. * * * No member of this association shall be allowed to work on any material that is fabricated in a prison. * * * No member of this association shall be permitted to make time contracts with employers. No member of this association is to cut stone where lines are drawn on by apprentices or nonmembers."

Benefits.—Strike and lockout; death.

Official organ.—The Stone Cutters' Journal.

Headquarters.—American Central Life Building, Indianapolis, Ind.

Organization.—Districts:

District No. 1: California, Nevada, Utah, Arizona, Colorado, Wyoming, Washington, Montana, Idaho, South Dakota, North Dakota, Nebraska, Minnesota, Iowa, Kansas, Wisconsin, Oregon, Missouri, Kentucky, New Mexico.

District No. 2: Illinois, Indiana, Michigan.

District No. 3: Texas, Arkansas, Louisiana, Alabama, Georgia, Florida, Oklahoma, Tennessee, Virginia, West Virginia, District of Columbia, Pennsylvania, Ohio, Connecticut, Massachusetts, Maryland, Rhode Island, Vermont, New Hampshire, Maine.

District No. 4: New Jersey, New York.

District No. 5: Dominion of Canada.

Local unions: *United States*—Alabama, 1; Arkansas, 1; California, 2; Colorado, 3; Connecticut, 4; District of Columbia, 1; Florida, 2; Georgia, 1; Idaho, 1; Illinois, 9; Indiana, 11; Iowa, 4; Kansas, 6; Kentucky, 3; Louisiana, 1; Maryland, 1; Massachusetts, 3; Michigan, 3; Minnesota, 4; Missouri, 4; Nebraska, 2; New Jersey, 2; New York, 11; Ohio, 14; Oklahoma, 2; Oregon, 1; Pennsylvania, 10; Rhode Island, 1; Tennessee 3; Texas, 4; Utah, 1; Virginia, 1; Washington, 1; West Virginia, 3; Wisconsin, 4; Wyoming, 1. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; Ontario, 9; Quebec, 3; Saskatchewan, 1. *Total*, 144.

Membership.—5,800.

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METALS AND MACHINERY

MOST of the organizations in the metal trades date from the inception of the labor movement in the United States, one of them, the International Molders' Union, having been a pioneer in the movement. That organization has been in continuous existence since 1859, and was the first international union, extending its jurisdiction to Canada in 1861.

Structural changes within the metal-trades unions have been chiefly in line with developments in the industry, and have not been important, while jurisdictional lines are fairly sharp. The tendency is toward absorption of the smaller craft bodies by the larger unions. The International Molders' Union absorbed the Core Makers' International Union and the brass molders holding membership in the old Metal Polishers, Buffers, Platers, and Brass Workers' Union. Various jurisdictional readjustments limited the field of the latter organization to metal polishing and electroplating, and it became in 1917 the Metal Polishers' International Union. Metal engravers are organized separately. Since 1917 the Metal Polishers' International Union has taken up most of the membership of the disbanded Pocketknife Blade Grinders and Finishers' National Union. Similarly the Sheet Metal Workers' International Association has absorbed the Coppersmiths' International Union and, more recently, the Chandelier, Brass and Metal Workers' Union.

One small craft union still operates in the limited field of stove mounting, and unskilled and common labor in foundries is controlled by the International Brotherhood of Foundry Employees.

At present there is only one independent union in this group, the United Automobile, Aircraft and Vehicle Workers of America, which was originally the International Union of Carriage and Wagon Workers, affiliated to the American Federation of Labor. It was an industrial union from the first, its chartered jurisdiction extending to all kinds of work involved in the making of carriages and wagons. When the industry changed from carriage making to automobile manufacture the union undertook to expand with it. However, the many craft organizations involved protested against encroachments on their various jurisdictions and the American Federation of Labor repeatedly upheld the principle of craft organization as applied to automobile manufacture. The International Union of Carriage, Wagon and Automobile Workers was ordered to release its craftsmen to their respective organizations and to drop the word "automobile" from its title. It refused to do so and was expelled from the federation in 1918. It then reorganized under its present title on a platform of industrial unionism, and automobile workers, so far as they were organized at all, held membership in the United Automobile, Aircraft and Vehicle Workers. In 1929 two locals of the organization in New York, embracing workers in air-

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craft plants, withdrew and were chartered by the American Federation of Labor as directly affiliated local unions, thus dividing jurisdiction over this class of workers between affiliated and independent organizations.

Organizations in the metal and machinery industry are:

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Affiliated to the American Federation of Labor:	
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Blacksmiths, Drop Forgers and Helpers, International Brotherhood of	53
Boilermakers, Iron Shipbuilders and Helpers of America, International Brotherhood of	56
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Draftsmen's Union, International Federation of Technical Engineers, Architects and	58
Electrical Workers of America, International Brotherhood of (classified under Building Trades)	30
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Independent organizations:	
Automobile, Aircraft, and Vehicle Workers of America, United	52

Automobile, Aircraft, and Vehicle Workers of America, United

Not affiliated to the American Federation of Labor.

Organized in 1918. This organization was originally the International Union of Carriage and Wagon Workers, which organized in 1891 and affiliated to the American Federation of Labor in 1893.

When the industry in which the union functioned changed from carriage and wagon making to automobile manufacture, the union endeavored to change with it. By a resolution introduced into the American Federation of Labor convention of 1910 the carriage and wagon workers sought an extension of jurisdiction to cover the automobile industry, carrying with it the addition of the word "automobile" to the name of the organization.

At a conference of the heads of the American Federation of Labor and the craft unions interested, held in April, 1911, an agreement was reached by which the International Union of Carriage and Wagon Workers, already an industrial union, could proceed with the organization of the automobile factories without interference from the craft unions. The carriage and wagon workers' union was to accept the cards of the craft men who desired to transfer their membership and was to concede the right of the craft unionists to remain in their respective organizations if they so preferred.

In the 1912 convention of the American Federation of Labor the Brotherhood of Blacksmiths charged the carriage and wagon work-

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ers' union with bad faith and violation of the agreement. The whole subject was thrown open again and the convention of 1913 passed a group resolution presented by the blacksmiths, the sheet-metal workers, the metal polishers, the painters, the pattern makers, the machinists, the carpenters, the electrical workers, and the upholsterers demanding that the carriage and wagon workers' union release its members to the respective craft unions holding jurisdiction and that the word "automobile" be dropped from the title of that organization.

Succeeding conventions reaffirmed the craft principle as applied to the situation in the automobile industry, and in April, 1918, the International Union of Carriage and Wagon Workers was expelled from the American Federation of Labor for failure to comply with convention decisions.

Following the separation from the American Federation of Labor the union adopted a new constitution and launched an independent industrial organization under the name of United Automobile, Aircraft, and Vehicle Workers of America.

Object.—"The object of this organization shall be to establish and uphold a fair and equitable rate of wages, lessen the hours of labor, and regulate all labor matters pertaining to members.

"To educate the workers in all economic and political questions necessary to better the condition of wage earners; to endeavor to replace strikes by arbitration and conciliation in settlement of all disputes concerning wages and conditions of employment; to elevate, protect, and maintain the position of the workers in our industry."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The automobile, aircraft, and vehicle industry.

Government.—"The government of this organization shall be vested in a general executive board, consisting of the general officers and five members to be elected by the local in the city in which the general headquarters is located. * * * It is the duty of the general executive board to represent the general organization in every respect. The general executive board shall decide all questions of jurisdiction and law and shall have full power to authorize strikes, so far as they are not prohibited by this constitution."

2. Local unions: "The shop shall be the basic unit of structure, local unions to be composed of an unlimited number of shop units."

3. Convention: Held biennially; enacts legislation and elects general officers.

Qualifications for membership.—Any worker of good moral character engaged in the industry is eligible to membership. Male and female membership.

Apprenticeship regulations.—None by general organization. So far as apprenticeship system exists it is regulated in agreements.

Agreements.—Negotiated by local unions, with the approval of the general executive board, but "it shall be obligatory upon all unions to insert the arbitration clause in all contracts," and "it shall be mandatory to provide for the lay-off system in every contract."

Benefits.—Strike and lockout.

Official organ.—The Auto Worker.

Headquarters.—8782 Woodward Avenue, Detroit, Mich.

Organization.—The unit of organization is the shop.

Local unions: California, 1; Michigan, 4; Ohio, 3. *Total*, 8.

Membership.—1,500.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in Atlanta, Ga., in 1889. An organization called the Grand Union of Machinists and Blacksmiths was formed at Philadelphia, Pa., on March 3, 1859, by delegates from five cities in three

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States. It did not survive the Civil War and was succeeded by local assemblies of machinists and blacksmiths, organized under the Knights of Labor, the first of which was in Philadelphia, in 1873.

The present organization began as an association of railroad blacksmiths under the title of International Brotherhood of Blacksmiths. It was practically wiped out by the American Railway Union strike, but revived sufficiently to secure a charter from the American Federation of Labor in 1897. Jurisdiction was extended to include blacksmith helpers, and in 1903 the name of the organization was changed to International Brotherhood of Blacksmiths and Helpers.

Drop forgers formed an organization at Boston, Mass., in 1900, and in 1905 merged with the International Association of Machinists. They withdrew later and formed an independent organization known as the Brotherhood of Drop Forgers, Die Sinkers, and Trimming Die Makers. Affiliation to the American Federation of Labor was refused because of conflicting jurisdiction, since blacksmiths included drop forging in their claims. In 1919 the Brotherhood of Drop Forgers amalgamated with the Brotherhood of Blacksmiths, which then became the International Brotherhood of Blacksmiths, Drop Forgers, and Helpers.

Objects.—"Believing it to be the natural right of those who toil to enjoy to the fullest extent the wealth created by their labor; and realizing that under the changing industrial conditions of our time and the enormous growth of syndicates and other aggressions of capital it is impossible for us to obtain the full reward of our labor except by united action; and believing that organization founded on sound principles as to the wisest use of our citizenship, based upon the class struggle along cooperative, economic, and political lines, with a view of restoring the common wealth of our govenments to the people, and by using the natural resources and means of production and distribution for the benefit of all the people, * * * we pledge ourselves to labor unitedly in behalf of the principles herein set forth, to perpetuate our association on the basis of friendship and justice, to expound its objects and work for their general adoption."

Territorial jurisdiction.—United States, Canada, and Panama.

Trade jurisdiction.—"It is hereby established and imperatively ordered that the following shall be blacksmith work, which includes all blacksmith work in the railroad shops, shipyards, navy yards, arsenals and naval stations, automobile shops, carriage and wagon shops, motor-cycle shops, and contract shops, frog and crossing shops, drop-forge shops, forge shops, spring shops, chain shops, nut, bolt, and rivet shops, and acetylene, electric, or thermit welding shops, and all other shops where blacksmith work is done.

"(*a*) All forging, all welding, whether by acetylene, electric, or thermit or any other process, also flue and tube welding, straightening of iron and steel, both hot and cold; all blacksmiths' work on structural-shaped steel, all forging, tempering, and dressing of tools, including sharp-edge tools and instruments; bending and straightening of angle iron, channel iron, T iron, and I beams, whether done hot or cold, from furnaces or fires, operating forging and upsetting machines, drop forging and trimmers, both hot and cold; axle forgers, bolt machines, bulldozer machine work, or any machine doing blacksmith work, and all work performed on Bradley hammer, punch, and shear machines when connected with the blacksmith department, hot or cold hand press machines, all frames on engines, cars, tanks, and trucks, all welding of rails, building up switch points and frogs, and all track work, all dredge-dipper and steam-shovel work, hardeners, case hardeners, annealers, and heat treaters, and the reclaiming of scrap.

"(*b*) Automobile and wagon and carriage shops, putting on, taking off, and fitting auto fenders, putting on running-board brackets, building and rebuilding fire trucks, making and repairing all springs, putting on and taking off all springs, making all springs and spring fittings, setting and riveting when

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done in conjunction with blacksmith work, grinding pertaining to blacksmith work, benders, resetters, bath men, forgers, and finishers.

"(c) Putting on and taking off rubber tires, putting flanges on wheels, putting on and repairing bumpers, putting on and taking off wheels, putting on and riveting fiber of brake bands, putting on and taking off radius rods, putting on pyrene brackets, repairing and setting all axles, straightening and repairing of auto frames, putting on brackets for radiator, fitting up windshields, putting handles on doors, fitting handrails on back of auto, fitting up gongs. All drilling, filing, lining up wheels, adjusting brake rods, tip welding and tire setting, making and putting on license brackets, headlight brackets, making and putting on body iron.

"(d) All the foregoing, and in addition thereto any other work which does now or in the future may, as industries develop, fall naturally within the scope of the jurisdiction of blacksmiths, drop forgers, and helpers."

Government.—1. General president "shall have the direction and supervision of all subordinate and district lodges * * * and have full control of the work of the organization throughout the jurisdiction of the brotherhood."

General executive board consists of president, secretary-treasurer, and seven elected members, one of whom shall be a member of a local in Canada.

2. District council: Composed of delegates from all affiliated locals within a given district; affiliation compulsory. "Action by a district council in regulating the affairs of said district shall be final." Constitution dictated by international brotherhood.

Railroad councils: Composed of delegates from affiliated shops or locals. Affiliation compulsory. Constitution dictated by international brotherhood.

3. Local unions: Subordinate; constitution and by-laws dictated by international brotherhood.

4. Convention: Held quadrennially.

Initiative, referendum, and recall. Nomination and election of general officers by referendum; constitutional amendments by initiative and referendum. Recall of officers provided for.

Qualifications for membership.—Any man who is a competent worker at any of the occupations embraced in the jurisdiction, "capable of earning the minimum wage established by the organization in his locality," is eligible to membership. Persons who are members "of the Industrial Workers of the World, State militia, miners' police, sheriff's office, police force, detective force, or secret-service force" are ineligible. Any blacksmith "conducting a blacksmith shop and employing not to exceed three blacksmiths" may be admitted to membership.

Colored: "Where there are a sufficient number of colored helpers they may be organized as an auxiliary local and shall be under the jurisdiction of the white local having jurisdiction over that territory. * * * Colored helpers shall not transfer except to another auxiliary local composed of colored members, and colored members shall not be promoted to blacksmiths or helper apprentices and will not be admitted to shops where white helpers are now employed."

Apprenticeship regulations.—"Any boy engaging himself to learn the trade of blacksmithing must serve four years. He shall in no case leave his employer without just cause. Any difficulty arising between the apprentice and his employer must be submitted to the shop committee.

"The following ratio of apprentices will be allowed: One to every five blacksmiths regularly employed.

"No boy shall begin to learn the trade until he is 16 years old nor after the age of 21 years.

"Apprentices who have served six months shall be eligible to membership.

"Local unions shall do all in their power to encourage the apprentice system."

Agreements.—Negotiated by district councils or local unions, approved by the general executive board. District councils and railroad system councils must establish a minimum wage rate, by constitutional requirement. Contracts covering railroad workers are negotiated in conjunction with other railroad crafts.

Benefits.—Death.

Official organ.—International Brotherhood of Blacksmiths, Drop Forgers, and Helpers' Bi-Monthly Journal.

Headquarters.—2922 Washington Boulevard, Chicago, Ill.

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Organization.—District councils: Chicago, Ill.; Greater New York; San Francisco and vicinity; St. Louis; New Orleans; Boston; Pittsburgh and vicinity; Philadelphia and vicinity; Norfolk, Va., and vicinity; Anthracite district.

Railroad systems councils: Missouri Pacific; Canadian Pacific; Baltimore & Ohio; Frisco; New York, New Haven & Hartford; Illinois Central and allied lines; Milwaukee System; Louisville & Nashville; Erie; Chicago & North Western; Rock Island; Chesapeake & Ohio; Southern and allied lines; Big Four; Norfolk & Western; Boston & Maine; Central of Georgia; Missouri, Kansas & Texas; Delaware & Hudson; Denver & Rio Grande; northwest district (Wisconsin); Mobile & Ohio; Wabash; Atlantic Coast Line; Santa Fe; Burlington; Chicago & Alton; Seaboard Air Line; Pennsylvania; Union Pacific; Southern Pacific; New York Central and allied lines; Delaware, Lackawanna & Western; Lehigh; Chicago Great Western; Central of New Jersey; Grand Trunk; switching and terminal lines.

Local unions: *United States*—Alabama, 5; Arizona, 1; Arkansas, 1; California, 5; Colorado, 1; Connecticut, 1; District of Columbia, 1; Florida, 5 (one colored auxiliary); Georgia, 5 (one colored auxiliary); Illinois, 19; Indiana, 10; Iowa, 6; Kentucky, 3; Louisiana, 3; Maryland, 5; Massachusetts, 5; Michigan, 6; Minnesota, 4; Mississippi, 1; Missouri, 4; Montana, 5; Nevada, 1; New Jersey, 5; New York, 14; North Carolina, 3 (one colored auxiliary); Ohio, 16; Oregon, 1; Pennsylvania, 12; South Carolina, 5 (two colored auxiliaries); Tennessee, 7 (three colored auxiliaries); Utah, 1; Virginia, 7 (two colored auxiliaries); Washington, 5; West Virginia, 8; Wisconsin, 5; Canal Zone, 1. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 2; New Brunswick, 2; Ontario, 6; Quebec, 5. *Total*, 206.

Membership.—15,000.

Boilermakers, Iron Shipbuilders and Helpers of America, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., October 1, 1880, at a conference held by representatives of nine independent unions. A few years later boilermakers in the South organized the National Brotherhood of Boilermakers, at Atlanta, Ga. At a special conference held at Chicago, September 1, 1893, the two national organizations consolidated under the name of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America.

Objects.—"Organization being necessary to protect the wage earners and to institute better conditions with the assistance of progressive, intelligent combinations, therefore, in order to emancipate our fellow craftsmen from the oppressive burdens they are now suffering under, we have organized this brotherhood."

Territorial jurisdiction.—United States and possessions and Canada.

Trade jurisdiction.—"The construction, erection, assembling, and repairing of all boilers, drums, tanks, parts and work in connection therewith, including boiler fronts, heat units, water walls, tube supports and casings (except the unloading, hoisting or lowering and placing of complete boilers, steam drums and assembled sections of water tube boilers to their approximate position); all connections between the boiler and stack (commonly known as breeching), build of sheet steel or iron, supports for the same (which are not part of the building structure), uptakes, smoke boxes, air and water heaters, smoke consumers, hot or cold air ducts (except when used for ventilating purposes), pontoons, brewery vats (except glass enameled tanks), water towers (except structural frames and balconies); all iron and steel pipe line, pen stocks and flume work, steam, air, gas, oil, water, or other liquid tanks or containers requiring tight joints, including tanks of riveted, calked, or welded construction in connection with swimming pools; gasometers, including all frame work in connection with same. All steel stacks in connection with power plants, furnaces, rolling mills, manufacturing plants, and all other power plants (except small power plants in connection with hotels or office buildings, and sectional or other steel stacks erected in office buildings or hotels), all extensions or repairs to such stacks shall be done by the boilermakers.

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"The following work in and around blast furnaces and rolling mills: Hot stoves, blast furnaces, cupolas and dump cars, and all steam, air, water, gas, oil, or other liquid tight work; ore, water, and toilet cars.

"All iron and steel shipbuildings, all work in connection with mold loft, all fabricated parts of ship, all metal plates and shapes, the hoisting and placing of same in connection with construction and repair of iron and steel ships; barges, tankers and boats, masts, derricks, booms, air ports, metal doors, ventilators, foundations, pillars and stanchions, inboard and outboard fittings, such as house pipes, bitts, chocks, plugs, pads, ringbolts, railings, metal ladders, gratings, doublers and stiffening rings, fire and engine room and other portable floors and platforms; all drilling, tapping, and reaming in connection with construction, installation and repair of ships and their equipment, all plate straightening on tank and ship work.

"The building and applying of steel cabs, running boards, including front ends, fire doors, fire door frames, ash pans, netting and diaphram work, engine tender tanks, steel underframes and pressed steel tender truck frames, the applying and removing of all staybolts, grates, radials, flexible caps, sleeves, crown bolts, stay rods and braces in boilers, tanks, and drums, removing and renewing all tubes (including arch tubes), metal headlight boards, wind shields, metal pilots; the building and repairing of gasoline and electric propelled motor cars, the laying out and fitting up of any sheet iron or steel work made of 16-gauge and heavier, except where steel or iron is galvanized, pickled, or black tarnished; water wheel and turbine work, including turbine castings, the operating of punches, shears, rolls, pneumatic hammer, air rams, bull, jam and yoke riveters, building and repairing of steam shovels and snow plows, I-beams, angle iron, T-iron and brake beams; drilling and tapping in connection with the above classification of work; also all acetylene and electric welding or any other welding process used on work coming under our classification."

Government.—1. "The international lodge has full jurisdiction over all subordinate lodges and is the highest tribunal of the brotherhood.

"The executive and judicial powers only of the international lodge when not in session shall be vested in an international executive council of the brotherhood, which shall consist of the international president, assistant president, and all of the international vice presidents (10)."

Legislative powers reserved to convention and initiative and referendum.

2. Local unions: "Subordinate lodges shall be competent to make, alter, or amend their by-laws, rules, and regulations, subject to approval of the international." Constitution dictated by international.

3. Convention: Meets every third year, legislates and elects general officers.

Qualifications for membership.—"An applicant for membership must be a free-born male citizen of some civilized country, 16 years of age, working at some branch of the trade at the time of making application."

Apprenticeship regulations.—"There shall be only one apprentice to every five boilermakers or shipbuilders, * * * and all firms employing such apprentices shall draw up an agreement satisfactory to this organization.

"Any person engaging himself as an apprentice must be between the ages of 16 and 40 and must be given an opportunity to learn all branches of the combined trade of this brotherhood."

Agreements.—Negotiated by local unions through wage-scale committees. International officers act with other organizations in agreements covering railroad workers and shipbuilders.

Benefits.—Strike, death, and disability.

Official organ.—Official Journal of the Boilermakers and Iron Shipbuilders.

Headquarters.—Brotherhood Block, Kansas City, Kans.

Organization.—Local unions in railroad work are organized into district lodges, one district for each railroad system so organized. Systems represented in district lodges are: Erie; New York Central; Southern; Chicago & Northwestern; Big Four; Chicago, Milwaukee & St. Paul; Canadian Pacific and Canadian National; Baltimore and Ohio; Seaboard Air Line; Chesapeake & Ohio; Western Pacific. Other district lodges: Navy Yards; Pacific Coast; Port of New York.

Local lodges: *United States*—Alabama, 5; Arizona, 3; Arkansas, 2; California, 13; Colorado, 3; District of Columbia, 1; Florida, 2; Georgia, 4; Illinois, 22; Indiana, 12; Iowa, 17; Kansas, 2; Kentucky, 5; Louisiana, 5; Maine, 2; Maryland, 6; Massachusetts, 4; Michigan, 9; Minnesota, 6; Mississippi, 1; Missouri, 7; Montana, 6; Nebraska, 4; Nevada, 2; New Hampshire, 1; New Jersey, 6; New Mexico, 1; New York, 23; North Carolina, 3; Oklahoma, 2; Ohio, 22;

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Oregon, 2; Pennsylvania, 21; South Carolina, 2; South Dakota, 3; Tennessee, 7; Texas, 8; Utah, 2; Vermont, 1; Virginia, 8; Washington, 5; West Virginia, 9; Wisconsin 11; Wyoming, 1; Hawaiian Islands, 1; Canal Zone, 2. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 2; New Brunswick, 2; Nova Scotia, 3; Ontario, 16; Quebec, 5; Saskatchewan, 4. *Total*, 320.

Membership.—20,000.

Draftsmen's Unions, International Federation of Technical Engineers, Architects and

Affiliated to the American Federation of Labor.
Organized 1918, in Washington, D. C.

Objects.—The object of this federation shall be the encouragement of friendly relations between the employer and the employee, and for the establishing of methods for the amicable adjustment of any difficulties that may arise between them, and for the advancement and improvement of the economic, moral, and social conditions of the individual members of the respective crafts that may enlist under the banner of organized labor; and to the attainment of these objects the encouragement of the formation of local unions.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Technical engineers, architects, and draftsmen.

Government.—1. Executive council, composed of the president and five vice presidents, who shall represent the following divisions: State and municipal, industrial, architectural, Federal, and marine. "The duties of the executive council shall be to pass upon all matters of policy of the federation affecting the rights and developments of the federation and its affiliated locals," subject to review and action of convention or referendum.

2. Local unions: Subordinate to and governed by rules of the international.

3. Convention: Meets annually, elects officers and enacts legislation. Initiative, referendum, and recall.

Qualifications for membership.—"All technical engineering and architectural employees who have not the final power to hire and to fire other such employees shall be eligible to membership," with full rights and privileges. "All technical engineering and architectural employees who have the final power to hire and fire shall be entitled to all rights and privileges of membership except the right to vote or hold office."

Agreements.—None.

Benefits.—None.

Official organ.—None.

Headquarters.—American Federation of Labor Building, Washington, D. C.

Organization.—Local unions only: California, 4; District of Columbia, 1; Illinois, 1; Massachusetts, 2; New Hampshire, 1; New Jersey, 1; New York, 2; Pennsylvania, 1; Rhode Island, 1; South Carolina, 1; Virginia, 1; Washington, 1. *Total*, 17.

Membership.—1,800.

Engravers' Union, International Metal

Affiliated to the American Federation of Labor.
Organized in Buffalo, N. Y., September 7, 1920.

Objects.—"To encourage a closer relationship among the various crafts within the industry to the end that the principle of mutual helpfulness shall be extended so as to embrace the workers of the entire industry."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Metal engraving (except stationery and jewelry); steel and brass stamps and rolls; steel and brass embossing dies and rolls; bookbinders' stamps and rolls; picture-frame dies and rolls; lace and wall-paper dies and rolls; steel and brass type; brass signs and all other branches of steel and brass engraving; routers of all steel and brass stamps, dies, hubs, and brass signs; metal stencil cutters.

Government.—1. Executive board, composed of president, vice president, and one representative from each local union "shall have general supervision of the business of the international union and of local unions."

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2. Local unions: Subordinate; "to local unions is conceded the right to make all necessary laws for local self-government which do not conflict with the laws of the international."

3. Convention: To meet annually; elects general officers; enacts legislation. Constitutional amendments by convention.

Qualifications for membership.—Steel and brass engravers, hub cutters, and routers other than employers are eligible to membership.

Apprenticeship regulations.—"We favor the adoption of a legal apprenticeship. No employer shall have more than one apprentice for every five men in his employ and not more than two apprentices will be allowed in any shop."

Agreements.—Negotiated independently by local unions through committees. No signed contracts.

Benefits.—Strike.

Official organ.—Bulletin.

Headquarters.—Rochester, N. Y.

Organization.—Local unions: Illinois, 1; Massachusetts, 1; Michigan, 1; New York, 2; Wisconsin, 1. *Total*, 6.

Membership.—140.

Firemen and Oilers, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in Kansas City, Mo., in December, 1898, from a number of American Federation of Labor locals and some independent unions of firemen. As at first organized it was called the International Brotherhood of Stationary Firemen and included only men engaged in that work. Later it became necessary to extend jurisdiction and control to the oilers and helpers in the boiler rooms, and in 1902 the name was changed to International Brotherhood of Stationary Firemen and Oilers. Some years later the word "stationary" was dropped from the title of the organization.

By a ruling of the Railroad Labor Board the Brotherhood of Firemen and Oilers was granted the right to represent the roundhouse and railroad shop laborers in hearings before that body. Prior to the war, workers of that class, when organized at all, were in American Federation of Labor local unions. These locals were transferred to the Brotherhood of Firemen and Oilers as a result of the Labor Board decision. Railroad-shop laborers are also, however, organized under and included in the jurisdiction of the Brotherhood of Maintenance of Way Employees.

Objects.—"The objects of this brotherhood shall be to organize local unions; to place our occupation upon a higher plane of intelligence, efficiency, and skill; to encourage the settlement of disputes between employers and employees by arbitration; to secure employment and a fair wage for the same; provide for a respectable burial for our dead; to establish schools of instruction for imparting practical knowledge of modern operation of steam plants; to reduce the hours of day labor; and by all legal, proper means to elevate our moral, social, and intellectual condition.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Boiler firemen, retort firemen, water tenders, boiler washers, boiler-washers' helpers, oilers, ash handlers, coal passers, stoker firemen, stoker helpers, roundhouse and railroad shop helpers, and laborers.

Government.—1. Executive board, composed of president, secretary-treasurer, and seven vice presidents. "All powers of the international * * * when not in session in convention, shall be vested in the international president, with the approval of the international executive board."

2. State districts: When organized by three or more locals all locals must affiliate. "State districts shall have the right to make their own constitutions and by-laws and make such rules and laws" as may be necessary, in conformity with international constitution.

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3. Local union: "All local unions shall have the right to compile constitutions and by-laws for their government, subject to the approval of the international president."

4. Convention: Held triennially; elects general officers and enacts legislation. Amendments to constitution by convention vote only. No referendum.

Qualifications for membership.—Any "trustworthy" person employed within the jurisdiction is eligible to membership.

Apprenticeship.—None.

Agreements.—Negotiated by local unions with individual employers on terms approved by the executive board before negotiations are begun. Railroad agreements negotiated in conjunction with Federated Shop Crafts.

Benefits.—Death; strike donations.

Official organ.—Firemen and Oilers' Journal.

Headquarters.—3611 North Twenty-fourth Street, Omaha, Nebr.

Organization.—State district unions: Massachusetts, Illinois, Iowa, and Nebraska.

Local unions: *United States*—Alabama, 7; Arizona, 2; Arkansas, 17; California, 13; Colorado, 9; Connecticut, 3; Delaware, 1; District of Columbia, 2; Florida, 6; Georgia, 8; Idaho, 6; Illinois, 43; Indiana, 26; Iowa, 42; Kansas, 42; Kentucky, 26; Louisiana, 14; Maine, 10; Maryland, 6; Massachusetts, 24; Michigan, 18; Minnesota, 24; Mississippi, 14; Missouri, 31; Montana, 16; Nebraska, 16; Nevada, 1; New Hampshire, 6; New Jersey, 11; New Mexico, 8; New York, 42; North Carolina, 8; North Dakota, 14; Ohio, 33; Oklahoma, 17; Oregon, 7; Pennsylvania, 80; Rhode Island, 2; South Carolina, 12; South Dakota, 10; Tennessee, 15; Texas, 38; Utah, 6; Virginia, 28; Vermont, 2; Washington, 13; Wisconsin, 18; West Virginia, 31; Wyoming, 7. *Canada*—Manitoba, 1; New Brunswick, 2; Nova Scotia, 1; Ontario, 23; Prince Edward Island, 2; Quebec, 6. *Total*, 820.

Membership.—17,000.

Foundry Employees, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in St. Louis, Mo., on March 26, 1904, from a number of local unions directly affiliated to the American Federation of Labor.

Objects.—Not declared.

Territorial jurisdiction.—United States and posessions and Canada.

Trade jurisdiction.—"All molders' helpers, cupola tenders, melters, furnace men, chippers, steel workers, casting cleaners, gangway men, yardmen, cranemen, flask makers, blackeners, craters, sand cutters, shaker-outs, flask sorters, pattern carriers, shippers and shipper helpers, cast-iron and steel-enamel workers, and all others employed in or around foundries and not covered by other legitimate jurisdiction."

Government.—International executive board, composed of president, five vice presidents, and secretary-treasurer.

2. Local unions: "Each local union may have local autonomy in the making of necessary laws for the governing of their local union, which must not conflict with the laws of the international brotherhood."

3. Convention: Meets triennially; legislates for body and elects general officers. No referendum.

Qualifications for membership.—Any person employed within the jurisdiction as defined above is eligible to membership.

Agreements.—Negotiated locally by agreement committees of local unions, but subject to approval by the international brotherhood.

Apprenticeship.—None.

Benefits.—Strike and lockout; death.

Official organ.—None.

Headquarters.—218½ North Tremont Street, Kewanee, Ill.

Organization.—Local unions only: Illinois, 4; Iowa, 1; Louisiana, 1; Missouri, 4; Montana, 1; New Jersey, 1; New York, 3; Pennsylvania, 3; Tennessee, 1; Hawaii, 1. *Total*, 20.

Membership.—3,500.

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Iron, Steel, and Tin Workers of North America, Amalgamated Association of

Affiliated to the American Federation of Labor.

Organized August 4, 1876, in Pittsburgh, Pa. It was an amalgamation of various independent unions in the industry, the most important of which at the time were the United Sons of Vulcan, the Associated Brotherhood of Iron and Steel Heaters, Rollers and Roughers, the Iron and Steel Roll Hands' Union, and the Nailers' Union.

Objects.—"The object of this association shall be the elevation of the position of its members; maintenance of the best interests of the association, and to obtain by conciliation or by other means just and legal a fair remuneration to members for their labor; and to afford mutual protection to members against broken contracts, obnoxious rules, unlawful discharge, or other system of injustice or oppression."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Rolling mills, tin mills, steel works, chain works, nail, tack, spike, bolt, and nut factories; pipe mills, and all works run in connection therewith.

Government.—1. International executive board, composed of president, secretary-treasurer, assistant secretary, managing editor, two divisional vice presidents, and resident trustee, "shall have jurisdiction over all matters and subjects not clearly defined by law." The president "shall superintend the work of the association throughout the jurisdiction."

2. Subordinate lodges "shall have power to make such by-laws for their government as they deem necessary, providing they do not conflict with any of the laws, rules, or regulations" of the international organization.

3. Convention: Held annually; enacts legislation. Initiative, referendum, and recall. International officers elected by referendum. Constitutional amendments by convention and referendum or initiative and referendum.

Qualifications for membership.—"Any person employed at any job" in and around the works covered by jurisdiction is eligible to membership.

Agreements.—Wage scales are drawn up by the wage-scale committees of the separate craft divisions of the industry at the annual convention. These scales are then submitted to a conference between local employers and committees representing local unions, assisted by representatives of the international office. All agreements terminate annually on the same date.

Benefits.—Strike and lockout; death (member and wife).

Official organ.—Amalgamated Journal.

Headquarters.—500 South Main Street, Pittsburgh, Pa.

Organization.—Districts: First, Pittsburgh and vicinity; second, West Virginia and part of Ohio; third, Kentucky, part of Ohio, and Indiana; fourth, Illinois and Indiana adjacent to Chicago; fifth, Indiana; sixth, Ohio, Detroit, Mich., and Hamburg, N. Y.; seventh, Alabama; eighth, Erie, Pa.; ninth, Missouri and western Illinois; tenth, Pennsylvania (Scranton, Steelton, Reading, etc.); Canadian district.

Local unions: Alabama, 1; California, 3; Illinois, 12; Indiana, 11; Iowa, 1; Kentucky, 5; Maryland, 2; Michigan, 2; Missouri, 11; New York, 7; Ohio, 30; Pennsylvania, 20; Rhode Island, 1; Texas, 1; Utah, 1; Washington, 2; West Virginia, 8. *Total*, 118.

Membership.—11,500.

Machinists, International Association of

Affiliated to the American Federation of Labor.

The International Association of Machinists grew out of an organization of 19 machinists of Atlanta, Ga., formed on May 5, 1888, which called itself the United Machinists and Mechanical Engineers of America. A year later, May 6, 1889, a convention was held in

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Atlanta, which was attended by 22 delegates, representing 34 locals in 14 States. This convention elected national officers and changed the name of the organization to National Association of Machinists. Headquarters were established in Atlanta, and a journal was published. In 1890 the general office was moved to Richmond, Va., and in 1891 the name was changed to International Association of Machinists, because of the expansion of the organization into Canada. In 1899 headquarters were moved to Washington, where they have remained.

The first general movement for improved working conditions began on May 20, 1901, in a strike for a 9-hour day. By 1903 many agreements were in force covering increased wages and shorter hours.

The International Union of Bicycle Workers amalgamated with the International Association of Machinists in 1904. More recently the International Association of Machinists absorbed the American branch of the English organization, the Amalgamated Engineering Union.

Objects.—"The Grand Lodge of the International Association of Machinists aims to bring within the organization all employees, male and female, who are actively engaged in, or connected with, the machinist's trade; to adopt and put into active operation an effective plan to stabilize employment for all the members of our association; to secure the establishment of a legal apprenticeship system of four years; to impress upon all employers the necessity of paying the full current wages weekly, giving preference in employment to members of organized labor and abolishing personal record, physical examination, and old-age limits imposed by employers; to settle all disputes not defined in the constitution of this organization, and arising between employees and employers, by arbitration; to shorten the hours of labor to 40 hours per week, namely, five days of eight hours per day; Saturday to be a holiday, thus allowing our members more time for self-improvement and social activities; to adopt and advocate a plan of cooperation with other kindred crafts, with the ultimate object of amalgamating all closely related metal trades, thereby eliminating strikes of one organization at a time and by concerted action making it possible for all to reap the full benefit of their labor. This shall not be construed to favor the theory of industrial unionism; to stimulate the political education of the members to understand their political rights and use the ballot intelligently, to the end that the Government may be a government for, of, and by the people and not to be used as a tool to further the ends of combinations of capital for its own aggrandizement; to urge the membership to vote only for and support candidates who are in favor of this platform and the following political demands: Initiative, referendum and recall, national income tax law, national inheritance tax law, national and State employers' liability law; all judges, without exception, to be elected by vote of the people; national law granting pensions for old age or total disability and accident benefits; public ownership of all public utilities; woman suffrage; change of the Constitution of the United States or any country under our jurisdiction which now declares these subjects or questions to be unconstitutional; self-government of cities; abolition of contract system on all public work—city, county, State, or national—such work to be done on the day-labor plan at union wages; that no inferior Federal judge shall set aside a law of Congress on the ground that it is unconstitutional. That if the Supreme Court assumes to decide any law of Congress unconstitutional or by interpretation undertakes to assert a public policy at variance with the statutory declaration of Congress, which alone under our system is authorized to determine the public policies of government, the Congress may by repassing the law nullify the action of the court. Thereafter the law to remain in full force and effect precisely the same as though the court had never held it to be unconstitutional; the labor of a human being not being property, we demand the abolition of the use of injunctions in labor disputes on the grounds that it is a judicial usurpation of the constitutional rights of our citizens."

Territorial jurisdiction.—United States and possessions, Canada, and Mexico.

Trade jurisdiction.—"The jurisdiction of the International Association of Machinists includes any person who has served an apprenticeship of four years

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at the machinist trade, or who has acquired a fundamental knowledge of shaping, sizing, turning, boring, fitting, riveting, the operating of electric, thermit, and oxyacetylene welding apparatus and the adjusting of metal parts of machinery of any character, whether such metal be steel, iron, brass, lead, copper, aluminum, duralumin, bronze, or any other substitute used therefor; as well as any person who may have worked at the trade four years either as a vise hand, lathe hand, planer hand, slotting machine hand, milling machine hand, horizontal or vertical boring mill hand, screw machine hand, operators of Gisholt, Jones & Lamson, and all other turret lathes, and gear cutters. Floor hands, machine adjusters, millwrights or general erectors of machinery, jig workers, die, tool, and mold makers, metal pattern makers, Diesel oil and electric machinists. The operating of electric, gas, and other mechanical cranes and conveyors used in connection with machinists' work. Mechanical chauffeurs who are required to make repairs to their equipmet. Sewing and knitting machine adjusters and adjusters of all kinds of automatic, semi-automatic, and self-contained machinery. Fitting together and installing valves of all kinds and flange work on high-pressure piping. Automobile, aircraft, and moving-picture machinery builders, and repairmen.

"*Classification of work included.*—The making, erecting, assembling, installing, maintaining, repairing, or dismantling of all or any parts thereof of all machinery, engines, motors, pumps, and all other metal power devices, either transmission, excavating, elevating, shooting, or conveying, whether driven by hand, foot, steam, electricity, gas, gasoline, naphtha, benzol, oil, air, water, or other power, including all metal appurtenances thereto, composed of steel or iron whether structural, angle, T, boiler, galvanized, ornamental, cast malleable, bar, tube, pipe, rod, shafting, sheet, or plate; or of nickel, bronze, tin, lead, copper, brass, aluminum, babbitt, or other metal substitute therefor.

"The manufacture and installation of all machine tools. The operation of all machines used in the manufacture of machine-finished metal parts and devices and all bench and vise work pertaining thereto, and all machinists' work on steam, gas, gasoline, naphtha, benzol, oil, air, and water-tight work.

"All riveting, calking, cutting, chipping, patching, grinding, turning, sizing, boring, fitting, laying out, shaping and drilling pertaining to machinists' work. All drilling, cutting, and tapping in boilers, tanks, drums, frames, or other structures required for engine and machinery attachments, mountings, or other metal construction and installation.

"All oxyacetylene, electric, oil, or thermit welding when used to substitute the former method of performing new or repair work, including dismantling. All lubricating devices, injectors, and inspirators and parts thereof, and attachments thereto. All devices used in the transmission of power, except electric wiring, this to include all line and counter shafting, shaft hangers, shelves, and pulleys.

"All instrument, gauge tool and die making, metal mold, novelty, model and pattern making and die sinking; the making of jigs, templets, spiral and coil springs, and all molds for the shaping of glassware.

"The manufacture and installation of all printing, paper and pulp-making machinery. The manufacture and installation of all brewery machinery, including all soakers, pasteurizers, bottle washers, crowning machines, bottle-filling devices and conveyors. The manufacture and installation of all factory, mill and laundry machinery.

"The manufacture and repair of all counting, recording, and correspondence devices, such as cash registers, typewriters, adding machines and other office machinery, such as sealing and addressing devices.

"The manufacture, repairing, and maintaining of all automobiles, firearms, fire engines, locomotives, hydroplanes and airplanes, agricultural machinery and mining machinery, rock drills and pneumatic devices used as hand tools or for the transmission of power. The manufacture and installation of all ice making and refrigerating machinery. The manufacture and installation of all abbatoir, bakery and confectionery machinery, textile, carding and gin machinery, refining machinery, and machinery used in reducing plants, rock-crushing and quarry machinery, concrete mixers and cement mill machinery, rolling mill and steel converting machinery, loading and unloading machinery and traveling roadways.

"The manufacture, installation and repairing and maintaining of all machines used in making mait, cans, nails, pottery, horseshoes, brick, shoes, hats, clothing, pianos, organs, musical and surgical instruments, tobacco, cigarettes, and

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cigars, flour, cereals and all other products where mechanical devices are necessary for the making.

"The manufacture and installation of all automatic stokers, all mechanical devices used in amusement parks, all dredging machinery, and all hoists, elevators, loweratoms, escalators, derricks and other lifting or hoisting devices.

"The inspection of all machinery, ordnance, and engines, including locomotives, and the operating of all power machinery during the period of control or until accepted by the purchaser.

"The operation and repairing of towing and coaling machinery in the Panama Canal Zone.

"*Marine work.*—All marine work as follows: The installing, assembling, dismantling and repairing of all engines, pumps, dynamos, refrigerating machinery, steering gear, winches, windlasses, capstans or other devices used in handling the ship.

"The removing and replacing of the rudder, propeller shaft and propeller wheel and the placing of all deck fittings and mast fittings, including mast headlights.

"The installing and repairing of all condensers, evaporators, feed-water heaters, overhauling and repairing of all valves, either steam, water, air, gas, oil, or other liquids and strainers attached to hull.

"The installation of all pipes, pipe hangers, valves, and fittings for engines, boilers, ice machines, evaporator plants, telemotors, air compressors, and power pumps.

"The installation of deck operating gear for all valves.

"The boring, facing, chasing or tapping and drilling holes for bolts of all pipe flanges.

"The bending, threading, and installing, of tubes in boilers in which threaded tubes are used.

"The bending, welding, and installation of heater coils used for fuel-oil tanks, or heating purposes.

"The installation of all condenser and feed-water heater tubes, whether rolled, screwed, or ferruled.

"The installation of all tubes in oil heaters and coolers, except those under jurisdiction of the coppersmiths.

"The installation of all gratings, ladders, and hand rails, port lights, ventilator operating gear, and watertight doors.

"*Electric and internal combustion engines and cars.*—The building, installation, inspection, adjusting, maintaining, removal, and overhauling of pantographs and trolley poles shall be machinists' work, including the building of pantograph shoes and replacement of same whether the pantograph is on or off locomotive and the changing of insulated support brackets, lathe, and other machine work.

"The assembling, installing, inspecting, maintaining, removing, and overhauling of all parts of the main and braking controllers with the exception of insulating materials, leads, and wires.

"The removing, dismantling, overhauling, assembling, installing, inspecting, and maintaining of all air cylinders, magnet valves, cam shafts, bearing, rollers, castings, adjustment springs, and metal housings used in the construction and operation of reverser switches, series, parallel switches, transfer switches, group switches, and contactors.

"The assembling, installing, inspecting, and maintaining of all mechanical parts of main and auxiliary switches and ground switches.

"The assembling, installing, maintaining, inspecting, and overhauling of clutch and gear assembly on motor operated rheostats.

"The assembling, installing, inspecting, maintaining, dismantling, and overhauling of traction motors, blower motors, heater motors, rheostat motors, air compressor motors, motor generator sets, axle generators, control generators, and slip rings (excluding field coils, insulators, and electrical connections); the assembling, finishing, either by hand or bench work, drilling, tapping, and bolting of pole pieces; the dismantling, repairing, and assembling of brush holders; the drilling, tapping, and repairing of brush-holder studs; the fitting of all metal parts of commutators, including segments; the turning and machine slotting of all commutators whether done in lathe or in armature housing; the pressing in and out of armature shafts; the machining, repairing, and fitting of armature cores; the repairing and fitting of all covers for motors, housing, and compartments.

"The installing, inspecting, adjusting, removing, and repairing of air compressor governors.

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"The grinding, filing, and repairing of grids and the installing and removal of grid banks, with the exception of making and breaking electrical connections.

"The removing and installing of electric cab heaters and the removal and application of covers to same where they are retained by cap screws or tap bolts; the removing and installing of headlight cages; the removing, repairing, installing, and maintaining of electropneumatic pantograph valves, sander valves, regenerative interlock valves, and automatic control switches, with the exception of electric contacts and wiring, shall be machinists' work.

"Removing and applying headlight, lamp and flagstaff brackets and supports, eave guards, and hand rails.

"Side rods, main rod, knuckle and driving-pin work. Driving brake and spring rigging work. Fitting up and repairs to driving and truck boxes, including replacing of brasses.

"Examination, repairing, and aligning jack shafts. Refitting jack shaft collars and jack shaft casings. Repairing and maintaining air brake equipment and air compressors.

"Drilling driving and truck wheels by use of ratchets or portable motors for hub liners. Applying driving and truck wheel hub liners. Driving and truck wheel tire work. Drilling, reaming, and topping holes in cabs and frames for bolts and parts.

"Turning and dressing journals, and all frame and truck work, including stripping and rebuilding.

"Removing and replacing main motors, including gears and bearings, and shifting gears.

"Machinists' work in connection with raising cab, running out and replacing trucks, and lowering cab.

"Mallet coupler device between units.

"Removing and replacing circulating pump and motor, except pipe-fitters' and electrical work.

"Removing, repairing, and replacing work in connection with water rheostats, hand pumps, and lubricators.

"Examining, removing, repairing, and replacing bearings.

"Installing and relocating braces, stay rods, oil guards, hand brakes, air ducts, sand boxes, and bellows under cab.

"Whistle and bell work.

"Installing and maintaining machinists' work in connection with turbine engines, motors, pumps, and auxiliaries in powerhouse.

"Repairs to air hammers, air motors, vise, floor, and drop-pit work, as well as the handling of work generally recognized as machinists' work.

"Removing and replacing phase converters.

"Machinists' work in connection with dismantling of phase converters, such as removal of bolts, parts, bearing caps, bearings, and clamps.

"Machinists' work in connection with assembling phase converters, including detail parts.

"Lathe and other machinists' work in connection with construction of pantographs.

"And all other work on these engines, cars, and machines now covered in the general classification in our constitution.

"All of the foregoing, and in addition thereto any other work which does now, or in the future may, as industries develop, fall naturally within the scope of the jurisdiction of The International Association of Machinists, shall continue work coming under its jurisdiction, and shall be performed by members of the aforesaid organization."

Government.—"The government and superintendence of all district and local lodges shall be vested in this grand lodge as the supreme head of all such lodges under its jurisdiction. To it shall belong the authority to determine the customs and usages in regard to all matters relating to the craft.

"Between conventions all executive and judicial powers of the grand lodge shall be vested in the executive council, which shall be composed of the international president, the general secretary-treasurer, and seven general vice-presidents."

2. District lodges. "District lodges shall be established upon railroads, in industries where mutual shop interests require it, and in localities where two or more local lodges exist. * * * District lodges shall have authority over and control of all local lodges within their jurisdiction, subject to the approval of the grand lodge."

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3. Local lodges. "The grand lodge shall provide a constitution for the government and control of local lodges, and all local lodges organized and affiliated in the grand lodge shall be governed and controlled thereby." Locals may adopt their own by-laws, subject to the approval of the executive council.

4. Initiative, referendum, and recall. Conventions quadrennially if called by referendum vote. All general officers nominated and elected by referendum. Constitutional amendments by referendum or by convention and referendum.

Qualifications for membership.—"Any machinist, automobile or aircraft machinist or mechanic, specialist, machinist helper, helper apprentice, woman worker or any apprentice working in the machine or metal industry may be admitted to membership in a local lodge of the International Association of Machinists upon assuming the obligation and paying the required fee."

Apprenticeship regulations.—"Any person engaging himself to learn the machinist trade shall serve an apprenticeship of four years. Any person engaging himself to learn the automobile or aircraft machinists' or mechanics' trade shall also serve an apprenticeship of four years. An apprentice shall not leave the employer to whom he has engaged himself without just cause and then only after securing the consent of the lodge of which he is a member. Any apprentice failing to comply with this provision shall stand suspended from any and all benefits of the grand lodge and local lodge until he returns to his employer. Failure to return to his employer within three months shall be sufficient cause for his expulsion.

"The ratio of apprentices shall be not more than one apprentice for every 10 journeymen machinists employed. No person shall engage himself as an apprentice until he has reached the age of 16 years, and no person shall engage himself as an apprentice after he has reached the age of 21 years; except that any person who has been a member of one year's continuous good standing in a local lodge and has worked as a machinist helper for one year in the shop where he desires to become an apprentice, may if he is not at that time past the age of 35 years, engage himself to his employer as an apprentice. Such a person shall be known as a 'helper-apprentice' and shall serve four years in learning the machinist trade, during which time he shall be governed by the rules and laws applicable to apprentices. The number of helper-apprentices shall at no time exceed the number of regular indentured apprentices in any shop."

Agreements.—Negotiated by district or local lodges, subject to approval of the executive council.

Benefits.—Strike, lockout, and victimization; death; sick (local only).

Official organ.—Machinists' Monthly Journal.

Headquarters.—Machinists' Building, Washington, D. C.

Organization.—District lodges (37): Composed of railroad districts (13), and territorial districts (24):

Railroad districts	No.
Baltimore & Ohio	29
Big Four	23
Canadian railroads	2
Chesapeake & Ohio	63
Chicago, Milwaukee & St. Paul	73
Chicago & North Western	7
Erie	85
Grand Trunk	106
New York Central	84
Northern Pacific and Great Northern	32
Seaboard Air Line	16
Southern and affiliated lines	4
Western Pacific	91
Hocking Valley; Chicago, Indianapolis & Louisville; and Chicago & Alton	109

Territorial districts	No.
Baltimore, Md	12
Boston, Mass	38
Chicago, Ill., and vicinity	8
Cleveland, Ohio	54
Connecticut	22
Detroit, Mich	60
Fall River, Mass	64
Hamilton, Ontario, Canada	24
Illinois, Southern	27
Indiana	72
Milwaukee, Wis., and vicinity	10
Montreal, Canada, and vicinity	82
New Jersey	47
New York (central portion)	33
New York City and vicinity	15
Philadelphia, Pa	1
Pittsburgh, Pa., and vicinity	6
St. Louis, Mo., and vicinity	9
St. Paul and Minneapolis, Minn	77
Toledo, Ohio, and vicinity	57
Toronto, Ontario, Canada	46
Vancouver, British Columbia, Canada	78
Washington and Oregon	26
Navy yards and arsenals	44

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Local unions, classified as contract, railroad, automobile, and mixed. *United States*—Alabama, 9; Arizona, 5; Arkansas, 4; California, 25; Colorado, 4; Connecticut, 6; Delaware, 3; District of Columbia, 5; Florida, 7; Georgia, 10; Illinois, 63; Idaho, 1; Indiana, 27; Iowa, 26; Kansas, 6; Kentucky, 11; Louisiana, 10; Maine, 9; Maryland, 10; Massachusetts, 20; Michigan, 18; Minnesota, 17; Mississippi, 3; Missouri, 14; Montana, 9; Nevada, 4; Nebraska, 4; New Hampshire, 3; New Jersey, 17; New York, 59; North Carolina, 10; North Dakota, 1; Ohio, 54; Oklahoma, 3; Oregon, 3; Pennsylvania, 44; Rhode Island, 2; South Carolina, 3; South Dakota, 4; Tennessee, 11; Texas, 14; Utah, 2; Vermont, 3; Virginia, 16; Washington, 11; West Virginia, 17; Wisconsin, 29; Wyoming, 2; Hawaii, 1; Porto Rico, 1; Canal Zone, 2. *Canada*—Alberta, 7; British Columbia, 8; Manitoba, 5; New Brunswick, 4; Nova Scotia, 2; Ontario, 44; Quebec, 10; Saskatchewan, 5. *Total*, 727.

Membership.—137,000.

Metal Workers' International Association, Sheet

Affiliated to the American Federation of Labor.

Organized January 25, 1888, in Toledo, Ohio, as the Tin, Sheet Iron, and Cornice Workers' International Association. In 1896 the name "Amalgamated Sheet Metal Workers' International Association" was adopted. This was changed in 1903 to Amalgamated Sheet Metal Workers' International Alliance. In 1907 the Coppersmiths' International Union amalgamated with the sheet-metal organization, and the Chandelier, Brass, and Metal Workers joined in 1924. The convention of 1924 changed the name of the union to the Sheet Metal Workers' International Association.

In 1922 a secession movement among western locals resulted in the formation of "The Pacific Coast Conference of Sheet Metal Workers." This organization reaffiliated with the parent body in 1925.

Object.—"The objects of our association are, namely, to elevate our trade to the highest standard to which it belongs, and by mutual effort to place our organization upon a foundation sufficiently strong to prevent encroachment; to establish an apprenticeship system to encourage a higher standard of skill by the formation of schools of instruction in the local unions, for teaching pattern cutting, and for trade education generally; to cultivate feelings of friendship among the men of our craft; to settle all disputes between employers and employees by arbitration; to assist each other in distress and to secure employment; to reduce the hours of labor and secure adequate pay for our work; and by legal and proper means to elevate the moral, intellectual, and social conditions of all our members."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The Sheet Metal Workers' International Association claims jurisdiction over the manufacture, erection, and installation of all sheet-metal work of No. 10 gage or lighter; this jurisdiction covering all metal roofing, the manufacture, erection, and finishing of all sheet-metal cornice, metal skylights, all hollow sheet-metal doors and trim, all metal baseboards, all metal picture molding, all metal chair rail, all wire molding, in connection with interior and exterior finish; the manufacture, installation, and erection of all metal frames and sash and the adjusting of same; all metal furniture, metal lockers, metal shelving, and library stacks; all metal ceilings and sidings, both interior and exterior; all corrugated iron on roofs and sidings; all metal shingles; all metal tile, plain or covered with a foreign substance; the covering with sheet metal of all doors, shutters, and partitions; all marquis of all descriptions; the manufacture and erection of all spouting, gutters, flashing, roof outlets made of copper, tin, iron, zinc, or lead; all metal ridge roll and coping; the manufacture and installation of all sheet metal in connection with store fronts and windows.

"The manufacture and installation of all sheet-metal work in connection with heating and ventilation, such as air ducts, air washers, fans, housing, and air brushes, and all connections made of sheet metal both to and from same;

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all furnace work, all wall stacks, local vent pipes, and sheet-metal air chambers; the installation of all registers, register faces, doors, and louvers in connection with same.

"All sheet-metal elevator legs, chutes, carriers, pipes, cyclones, and dust collectors in connection with mills or grain elevators; all blowpipe work in mills; all sheet-metal connections to machines in planing mills, sawmills, and other factories, whether it be used for ventilation, heating, or other purposes; the manufacture and erection of all sheet-metal work in sugar refineries, breweries, malt houses, and distilleries.

"The manufacture and installation of all breeching, and smoke pipes for boilers, hot-water heaters, and furnaces; all sheet-metal lagging and jackets on boilers and engines, all drip pans, all exhaust pipes and heads, all safety flues, and all safety appliances around engines and machinery. All sheet-metal fire escapes, package chutes, and conveyors; and sheet-metal switch and cut-out boxes; all sheet-metal speaking tubes.

"All sheet-metal columns and casings, all floor domes, and all sheet-metal work used in connection with concrete construction.

"The manufacture and erection of all sheet-metal work in the building of sheet-metal houses, consisting of floor beams, uprights, partitions, sidings, etc., and all sheet-metal garages.

"All sheet-metal work in connection with the outfitting of kitchens, such as ranges, canopies, steam tables, dish washers, coffee urns, kitchen utensils, laundry dryers and washers, sinks, the covering of drain boards, lining of coil boxes, ice boxes, and other sheet-metal work in connection with bar and soda-fountain fixtures.

"All sheet-metal ice cans and sheet-metal work in connection with refrigerating plants.

"All sheet-metal decorations, metal spinning; the manufacture and erection of sheet-metal signs and billboards, whether attached to structural or wood frames; the manufacture and erection of all moving-picture booths, the lining with sheet metal of all foot and side lights, and all sheet metal in connection with the indirect lighting system in theaters, moving-picture houses, or other places where this class of work is used.

"Manufacture and installation of all sheet-metal work in connection with the building of railroads and street cars. All sheet aluminum work. All sheet-metal work in connection with the manufacture of automobiles and airplanes. All sheet-metal assortment work, such as manufacturing household ware, can-making and miscellaneous articles made in factories. The soldering, either hard or soft, done by flame or other methods, in connection with the manufacture of badges, buttons, and metal novelties. The preparation and tinning of castings of all descriptions and the sweating on of same by any process.

"All copper work in connection with coppersmithing of any and all gauges. The erection and dismantling of all work manufactured by coppersmiths, such as pipe work, etc., or any work to be repaired, manufactured, or tested in any way in connection with the coppersmithing industry.

"The manufacture and erection of all sheet-metal work of 10 gauge and lighter on all boats, such as smokestacks, sheet-metal lifeboats, life rafts, life buoys, crow's nests, sheet-metal bulkheads and ceilings, the lining or covering of boats with sheet metal, either interior or exterior. The fabrication and assembling on boats of all metal lockers, furniture, the manufacture and installation of metal doors and trim, the installation of all telegraph and speaking tubes, the manufacture of switch and cut-out boxes; the installation of lagging on all boilers and engines; the lining of all partitions, paint and lamp lockers and galleys with sheet metal; the manufacture and installation of all ventilating work, kitchen equipment, etc.

"The cutting, fabricating, fastening, assembling, and making air or watertight all sheet-metal work of 10 gauge or lighter, whether seamed, brazed, locked, soldered, riveted, bolted, welded, or by any other processes necessary for the completion of the work.

"All sheet-metal work appertaining to the manufacture of chandeliers, lamps, and lighting fixtures of every description.

"Railroad shopmen shall include tinners, coppersmiths, and pipe fitters employed in shop, yards, and buildings and on passenger coaches and engines of all kinds, skilled in the building, erecting, assembling, installing, dismantling, and maintaining parts made of sheet copper, brass, tin, zinc, white metal and

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lead, black planished and pickled iron of 10 gauge or less, including brazing, soldering, tinning, beading, and babbitting; the bending, fitting, cutting, threading, brazing, clamping, and testing, connecting, and disconnecting of air, water, sand, gas, oil, and steam pipes, and the operation of babbitt fires and pipe-threading machines, oxyacetylene thermit and electric welding on work generally recognized as belonging to railroad shopmen." [Constitution.]

Government.—1. General executive board, composed of president and 10 vice presidents, "shall decide all disputes between employers and employees when appealed to by local unions" and "shall exercise general supervision over the officers and affairs of the international associations."

2. "State or Provincial councils may be formed * * * but must be composed of a majority of the local unions chartered in that particular State or Province." Such councils "shall formulate such rules and regulations as may be necessary," subject to approval by the general executive board.

District councils with similar powers may be formed under the same conditions in States or Provinces in which no State or Provincial council exists.

3. Local unions: "Each local union shall have power to frame its own local by-laws, which shall in no way conflict with the constitution of the international association."

Local unions must affiliate with "State federations, central bodies, district councils, and building trades departments of the American Federation of Labor where such exist."

4. Convention: Held triennially; elects general officers, enacts all legislation except that "at any time the general executive board deems a new law necessary to govern the international association" between conventions, it may be enacted by referendum.

Qualifications for membership.—"Any person employed in the manufacture, erection, or installation of sheet-metal work covered by the jurisdiction of our international association who is a citizen of the countries covered by the jurisdiction * * * or who signifies his intention of becoming a citizen" is eligible to membership, "provided he is competent to command the minimum scale of wages" and is vouched for by two members in good standing.

Apprenticeship regulations.—"The Sheet Metal Workers' International Association favors the adoption of a sound system of apprenticeship which will give the fullest opportunity to apprentices to learn the trade of sheet-metal worker in the various branches of the industry in a thorough manner. We favor and urge upon all local unions to adopt a uniform system governing apprentices of a five-year period, to be served between the ages of 16 and 21 years."

Recommended provision for local agreements: "Provide for an apprenticeship system upon basis of one apprentice to every four journeymen, and one to a fraction thereof."

Agreements.—Negotiated by committees of the local union and the local employers, subject to the approval of the general executive board, which recommends the use of a general form.

Benefits.—Strike and lockout; funeral.

Official organ.—Sheet Metal Workers' Journal.

Headquarters.—642 Transportation Building, Washington, D. C.

Organization.—Local unions organized by branches of the trade, classified into jobbers, assortment workers, coppersmiths, stove and range workers, automobile workers, railroad shopmen, stockyards, shipyards, and mixed.

District councils: California, New York, Chicago, Ontario, Massachusetts, Iowa, Northwest (Pacific States), Rock Island, Moline and Davenport, Illinois, New Jersey, Wisconsin, Texas, tri-State (Kentucky, Ohio, and West Virginia).

Railroad district councils: Baltimore & Ohio, Chesapeake & Ohio, Chicago, Milwaukee & St. Paul, Chicago & North Western, Erie, Missouri Pacific, New York Central, North Western District of Railway Employees, Rock Island, Seaboard Air Line, Southern, Western Pacific, Big Four, Buffalo, Rochester & Pittsburgh, Hocking Valley, Monon, St. Louis Terminal, Tennessee Central.

Local Unions: *United States*—Alabama, 5; Arkansas, 2; California, 21; Colorado, 3; Connecticut, 2; Delaware, 2; District of Columbia, 2; Florida, 9; Georgia, 6; Illinois, 37; Indiana, 22; Iowa, 20; Kansas, 4; Kentucky, 10; Louisiana, 4; Maine, 1; Maryland, 6; Massachusetts, 17; Michigan, 9; Minnesota, 7; Mississippi, 1; Missouri, 6; Montana, 5; Nebraska, 1; New Hampshire, 1; New Jersey, 15; New York, 34; North Carolina, 3; Ohio, 34; Oklahoma, 7; Oregon, 5; Pennsylvania, 33; Rhode Island, 1; South Carolina, 4; South Dakota,

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2; Tennessee, 7; Texas, 13; Utah, 2; Virginia, 8; Washington, 12; West Virginia, 11; Wisconsin, 14; Wyoming, 1; Canal Zone, 1. *Canada*—20 (distribution not reported). *Total*, 430.

Membership.—25,000.

Molders' Union of North America, International

Affiliated to the American Federation of Labor.

Organized in Philadelphia, Pa., July, 1859. In its earliest stages organization among molders took the form of cooperative foundries. A beneficial society of molders was formed in 1849 in New York City, which in 1854 incorporated under the name "The Journeymen Iron Molders' Society." Many local organizations of molders which placed the emphasis on association for economic rather than beneficial purposes sprang up and died out during the fifties. Many of these were in communication and contact with each other, and formed the nucleus of the National Union of Iron Molders, a trade organization launched from Philadelphia in July, 1859, by 32 delegates representing 12 local unions.

Canadian unions were represented at the third convention of this organization in 1861, and in 1863 the name of the body was changed to Iron Molders' International Union, and jurisdiction was specifically extended to Canada. This is the first instance of the extension of the territorial jurisdiction of a labor organization from one country to another. A movement among Canadian molders in 1884 toward secession and national organization failed for lack of popular approval. The present name of the union was adopted in 1907.

In 1883 the machinery molders seceded and organized the Brotherhood of Machinery Molders. This union was maintained separately until 1892, when it returned to the parent body.

Brass molders, by secession from a Knights of Labor Assembly, formed the International Brotherhood of Brass Molders in 1890, and in 1896 amalgamated with the metal polishers to form the Metal Polishers, Buffers, Platers and Brass Workers' Union of North America. Both this latter organization and the International Molders' Union were affiliated to the American Federation of Labor, and the molders protested against the encroachment of the new organization on their jurisdiction over brass. Disagreements and difficulties lasted until 1911 when they terminated in the transfer of the brass workers to the molders' organization.

As at first organized, coremakers were not eligible to membership in the International Molders' Union. They organized independently in 1896 as the Core Makers' International Union, and were chartered by the American Federation of Labor. Two autonomous organizations in the same craft proved incompatible, however, because of the interchangeability of the two occupations and chaotic conditions produced by independent action in the matter of strikes. By agreement between the two organizations in 1903 the core makers became part of the International Molders' Union.

Objects.—"Believing that under the present social system there is a general tendency to deny the producer the full reward for his industry and skill; and that the welfare of the community depends upon the purchasing power of its members; and that the only means of successfully resisting the power that the centralization of capital has placed in the hands of the few is by organized effort; therefore we, the molders of North America, in order to promote our

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craft interests and enable us to maintain our rightful position as citizens, have organized this International Molders' Union of North America."

Territorial jurisdiction.—United States, Canada, and Mexico.

Trade jurisdiction.—Molding in all its branches and subdivisions.

Government.—1. The government and superintendence of subordinate unions shall be vested in this union, as the supreme head of all unions under its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several unions and any member thereof shall be referred for adjustment, and its decisions thereon shall be final and conclusive. To it shall belong the power to determine the customs and usages affecting all matters pertaining to the craft.

"All executive powers of the union when not in session shall be vested in its executive board, which shall consist of the president and seven trustees. * * * The judicial powers when not in session shall be vested in the president and the executive board.

"All legislative powers shall be reserved to this union duly convened in session (except by referendum) and shall extend to every case of legislation not delegated or reserved to subordinate unions."

2. Conference boards: Delegate bodies composed of local unions within a given jurisdiction assigned by the executive board. Affiliation with conference boards where formed compulsory on part of locals.

District councils: Delegate bodies composed of five or more locals in sections where conference boards can not be maintained.

3. Local unions: Subordinate; may adopt their own by-laws and local rules, subject to the approval of the executive board.

4. Convention: Held every third year, if ordered by referendum vote. Enacts legislation, nominates and elects general officers. Constitutional amendments by convention or referendum.

Qualifications for membership.—"Any molder who has served an apprenticeship of four years at the trade in any of its branches or subdivisions * * * may be admitted to membership. * * * Any person competent to operate any machine, squeezer, or other mechanical device used for the purpose of molding castings in sand may be admitted to membership." Woman coremakers specifically excluded from membership.

Apprenticeship regulations.—"Any boy engaging himself to learn the trade of molding shall be required to serve four years. He shall in no case leave his employer without just cause, and any apprentice so leaving shall not be permitted to work under the jurisdiction of any subordinate union, but shall be required to return to his employer.

"The following ratio of apprentices shall be allowed: One to each shop, irrespective of the number of journeymen employed, and one to every five members thereafter. No boy shall begin to learn the trade previous to arriving at the age of 16."

Agreements.—The stove, heater, and hot-water casting molders have an annual agreement negotiated by representatives of the international union and the Stove Founders' National Defense Association. In other branches agreements are negotiated by local unions.

Benefits.—Strike, lockout, and vicitimization; sick, disability, and death (life insurance established by 1923 convention).

Official organ.—International Molders' Journal.

Headquarters.—530 Walnut Street, Cincinnati, Ohio.

Organization.—Conference boards (19): New York City and vicinity; Buffalo and vicinity; central New York; eastern Pennsylvania; eastern New England; Connecticut Valley; Chicago and vicinity; central Ohio; St. Louis and vicinity; Indiana; Michigan and vicinity; Pittsburg and vicinity; Ontario; Miami Valley; Cleveland and vicinity; Boston and vicinity; Detroit and vicinity; northern California; Illinois and Iowa district council.

Local unions classified into machinery and jobbing, stove plate; bench, heater work, brass molding, agriculture, hollow ware, radiator molding, machine operator, and core-maker branches: *United States*—Alabama, 4; Arizona, 1; California, 4; Colorado, 3; Connecticut, 10; District of Columbia, 1; Florida, 2; Georgia, 5; Illinois, 29; Indiana, 22; Iowa, 9; Kansas, 6; Kentucky, 2; Louisiana, 1; Maine, 4; Maryland, 4; Massachusetts, 28; Michigan, 15; Minnesota, 4; Missouri, 8; Montana, 3; Nebraska, 2; New Hampshire, 6; New Jersey, 12; New York, 39; North Carolina, 6; Ohio, 48; Oklahoma, 2; Oregon, 1; Pennsylvania, 48; Rhode Island, 2; South Carolina, 2; Tennessee, 6; Texas, 3;

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Utah, 1; Vermont, 2; Virginia, 5; Washington, 6; West Virginia, 4; Wisconsin, 12; Hawaii, 1; Canal Zone, 1. *Canada*—Alberta, 1; British Columbia, 2; Manitoba, 1; New Brunswick, 3; Nova Scotia, 4; Ontario, 25; Quebec, 2. *Total*, 412.

Membership.—30,000.

Pattern Makers' League of America

Affiliated to the American Federation of Labor.
Organized May 18, 1887, in Philadelphia, Pa.

Objects.—"The objects of this league shall be to elevate the condition and maintain and protect the interests of the craft in general; to establish and uphold a fair, equitable rate of wages, regulate the hours of labor, and all trade matters appertaining to the welfare of its members; to create and maintain a more uniform condition as to hours and wages throughout the jurisdiction of the league, thereby protecting the employer and the employee from unjust competition; to influence the apprenticeship system in a direction of intelligence, competency, and skill in the interest of employer and employed; to endeavor to avoid all conflicts and their attendant bitterness and pecuniary loss by means of arbitration and conciliation in the settlement of all disputes concerning wages and conditions of employment; to provide sick, total disability, and death benefits; also tool benefits for loss of tools by fire or flood."

Territorial jurisdiction.—United States and possessions and Canada.

Trade jurisdiction.—Pattern making in wood, metal, plaster, and wax.

Government.—1. The general executive board, composed of president and five other elected members, "shall have general supervision of the league."

2. Local unions—"Associations": Subordinate; constitution and rules dictated by league.

Convention: Held every fourth year; legislates for body and elects general officers. Constitutional amendments by referendum.

Qualifications for membership.—Any competent pattern maker of good character is eligible to membership. All apprentices who have been such for one year shall, after examination by the executive committee, be eligible to membership.

Apprenticeship regulations.—"This league recognizes five years as the length of time an apprentice should serve at the trade, and we shall use our influence to establish this as a universal rule.

"The following ratio of apprentices shall be allowed: One to each shop, irrespective of the number of journeymen employed, and one to every eight journeymen employed thereafter, such regulation to be governed by the average number of journeymen employed in the shop.

"No boy shall begin to learn the trade previous to arriving at the age of 16 years.

"Each association must insist on all apprentices serving the recognized time of apprenticeship and on a strict compliance with the terms of any indentures existing between apprentices and employers."

Agreements.—Wage rates established by local unions. Hourly rates, with prohibition of bonus, premiums, or piecework rates.

Benefits.—Strike, lockout, and victimization; sick, death, and disability; tool insurance.

Official organ.—Pattern Makers' Monthly Journal.

Headquarters.—Second National Bank Building, Cincinnati, Ohio.

Organization.—Local associations may have branches within their territorial jurisdiction. Frequently this jurisdiction includes neighboring towns and cities in different States.

Local unions: *United States*—Alabama, 1 (1 branch); California, 2 (2 branches); Colorado, 1 (1 branch); Connecticut, 3 (4 branches); District of Columbia, 1; Georgia, 2; Illinois, 1 (4 branches); Indiana, 2 (1 branch); Kentucky (1 branch of Indianapolis); Maine (1 branch of Boston); Maryland, 1; Massachusetts, 3 (6 branches); Michigan, 2 (11 branches); Minnesota, 1; Missouri, 1 (1 branch); Montana, 1; New Hampshire, 1; New Jersey (5 branches of New York City); New York, 6 (5 branches); Ohio, 5 (8 branches); Oregon, 1; Pennsylvania, 8 (5 branches); Rhode Island, 1; South Carolina, 1; Ten-

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nessee, 2; Texas, 2; Virginia, 3; Washington, 1 (4 branches); West Virginia (1 branch of Pittsburgh); Wisconsin, 1 (5 branches); Hawaii, 1; Canal Zone (1 branch of New York City). *Canada*, 6 (7 branches). *Total*, 61 locals, 74 branches.

Membership.—8,995.

Polishers' International Union, Metal

Affiliated to the American Federation of Labor.

Organized in Syracuse, N. Y., on July 2, 1896. Metal polishers and brass workers were fairly well organized under the Knights of Labor, and in October, 1888, they formed National Trades Assembly No. 252, Knights of Labor, with jurisdiction over all branches of the brass industry. At the convention of the National Trades Assembly held in New Haven, Conn., in 1890, 80 local organizations were represented. A movement toward trade autonomy and identification with the American Federation of Labor movement split the convention. All the representatives from cities from Pennsylvania westward withdrew and organized the International Brotherhood of Brass Workers. This organization joined the American Federation of Labor. The unions on the seaboard and the Canadian locals remained with the Knights of Labor. Both organizations functioned successfully for several years.

In the meantime the metal polishers, buffers, and electroplaters in several western cities, members of the International Brotherhood of Brass Workers, determined to subdivide into closer craft unions, and meeting in Toledo, Ohio, in 1892, they organized the Metal Polishers, Buffers and Platers' International Union of North America, thus forming a third international union in the industry.

In 1895 the Knights of Labor Trades Assembly No. 252 amalgamated with the International Brotherhood of Brass Workers, and the combined organization was chartered by the American Federation of Labor as the United Brotherhood of Brass and Composition Metal Workers, Polishers, and Buffers.

The following year this organization and the Metal Polishers, Buffers, and Platers' International Union, meeting in Syracuse, N. Y., on July 2, merged and became the Metal Polishers, Buffers, Platers, and Brass Workers International Union of North America, and were chartered as such by the American Federation of Labor.

With the inclusion of brass molders in the jurisdiction, those workers demanded and received recognition in the title of the organization. Their example was followed by the silver workers, so that, by 1902, the name of the organization was Metal Polishers, Buffers, Platers, Brass Molders, Brass and Silver Workers' Union of North America.

Through jurisdictional readjustments, however, brass molders were transferred to the International Molders' Union in 1911, and brass workers operating lathes went into the International Association of Machinists not long afterward. In 1917 the organization decided to limit its field to metal polishing, buffing, and electroplating. Silver workers were turned over to the Jewelry Workers' Union and by a new American Federation of Labor charter issued in 1917 the organization became the Metal Polishers' International Union.

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It has since absorbed a considerable portion of the membership of the Pocket Knife Blade Grinders and Finishers' National Union which disbanded in 1917.

Objects.—"Believing it to be the natural right of those who toil to enjoy to the fullest possible extent the wealth created by their labor, our membership is requested to study the economic questions of the day, particularly those relating to the class struggle now going on. Therefore we, the Metal Polishers' Union, pledge ourselves to labor unitedly in behalf of the following principles: 1. Reduction in hours of the workday. 2. Increase of wages. 3. Municipal ownership of all public utilities. 4. Government ownership of all national monopolies. 5. Abolition of government by injunction in controversies between capital and labor."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Metal polishing, buffing, and plating.

Government.—1. "The government of all local unions and members shall be vested in this general union as the supreme head to which all matters of general importance shall be referred."

Executive board, composed of president, secretary-treasurer, three international vice presidents, and assistant secretary-treasurer, "shall have general supervision of the business of the international union, its officers and local unions."

2. Local unions: Wholly subordinate; constitutions fixed by international.

3. Initiative and referendum: General officers nominated and elected by referendum. Convention on call only. Officers subject to recall.

Qualifications for membership.—Any person not a foreman (with power to hire and discharge), superintendent or manager, working at "any of the crafts," is eligible to membership. Male and female membership.

Apprenticeship regulations.—"All persons desiring to become apprentices to any branch or branches of our trade shall serve an apprenticeship of three years before being granted a journeyman's card.

"Wages shall be adjusted by the local union in which jurisdiction the apprentice is employed.

"No apprentice shall be allowed to work in any shop under our jurisdiction unless at least one journeyman is permanently employed."

Agreements.—Negotiated by local unions with individual employers, upon terms suggested by the general organization. Duration of contract, one year, long-term contracts being contrary to the policy of the general office.

Benefits.—Strike; death.

Official organ.—Our Journal of the Metal Polishers' International Union.

Headquarters.—Second National Bank Building, Cincinnati, Ohio.

Organization.—Local unions only: *United States*—California, 2; Connecticut, 9; District of Columbia, 1; Illinois, 9; Indiana, 11; Iowa, 1; Kentucky, 1; Massachusetts, 8; Michigan, 6; Maryland, 1; Minnesota, 1; Missouri, 4; Nebraska, 1; New Jersey, 3; New York, 12; Ohio, 10; Pennsylvania, 6; Tennessee, 2; Washington, 1; Wisconsin, 3. *Canada*—Ontario, 3. *Total*, 95.

Membership.—9,500.

Stove Mounters' International Union of North America

Affiliated to the American Federation of Labor.

Organized at Quincy, Ill., on December 29, 1892, as the International Stove Mounters' Union. Various changes in the name of the organization were made from time to time to include the steel range workers, but these titles were dropped and the union is now known and chartered as the Stove Mounters' International Union of North America.

Objects.—"Believing that the welfare of a community depends upon the purchasing power of its members, and in order to promote our craft interests and to enable us to have a voice in determining the hours, wages, and conditions under which we work and live, and that we may maintain our rightful position as citizens, we have organized this union."

Territorial jurisdiction.—United States and Canada.

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Trade jurisdiction.—"The following crafts and their branches: Stove mounters, steel and malleable range mounters, furnace mounters, gas-range mounters, drillers, steel, gas, and electric range riveters, machine and bench hands, white-metal workers and repair men, cutters, punchers, and breakers, pattern fitters, pattern filers, manifold fitters and testers, guters and welders."

Government.—1. "The government and superintendence of subordinate unions shall be vested in the hands of the executive board of the international union. It shall be the tribunal to which all matters of general importance to the welfare of the several unions or any member thereof shall be referred for adjustment.

"The executive and judicial powers of the union when not in session shall be vested in the executive board," which is composed of president, four vice presidents, and secretary-treasurer.

"All legislative powers shall be vested in the entire membership, by initiative and referendum or in convention duly assembled."

2. Local unions: Autonomy limited.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention and referendum.

Qualifications for membership.—Any competent workman who has served an apprenticeship of three years is eligible to journeyman membership. Apprentice membership after three months at the trade.

Apprenticeship regulations.—"No local, where apprentices are employed, shall allow more than one apprentice to every 8 journeymen or majority fraction thereof.

"Apprentices shall be confined to regular apprentice work only after the first six months of their apprenticeship; they shall serve three years at the trade before being eligible to membership in this organization."

Agreements.—Negotiated by membership of local union and individual employer, on terms proposed by the international executive board. If agreement is not reached, disputed matters are taken up by officers of the international, with the employer or with the officials of manufacturers' association to which the employer may belong.

Benefits.—Strike and lockout; death.

Official organ.—Stove Mounters and Range Workers' Journal.

Headquarters.—6466 Jefferson Avenue East, Detroit, Mich.

Organization.—Local unions only: *United States*—California, 2; Georgia, 2; Illinois, 6; Indiana, 3; Kentucky, 1; Massachusetts, 1; Michigan, 2; Missouri, 5; New Jersey, 3; New York, 5; Ohio, 10; Pennsylvania, 7; Tennessee, 2. *Canada*—Ontario, 1. *Total*, 50.

Membership.—Not reported. American Federation of Labor voting strength, 1,600.

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TRANSPORTATION

OF THE many organizations of transportation workers, broadly speaking, those covering operation and administration are independent, while the American Federation of Labor unions cover maintenance and shopwork. In the last-mentioned field and in train dispatching, however, there are independent unions dual to the American Federation of Labor unions.

The American Federation of Railroad Workers is a secession union, formerly the International Association of Car Workers. While it is avowedly an industrial union, its membership is chiefly among car-shop workers.

Jurisdiction of train dispatching is claimed by an affiliated union, the Order of Railroad Telegraphers, and by the independent American Train Dispatchers' Association.

Several of the independent railroad unions are small groups duplicating each other in the same field, a field which, in most instances, is also claimed by affiliated unions. Station employees have two organizations, the American Railway Agents and the Brotherhood of Railroad Station Employees, in addition to the affiliated brotherhood to which they are also eligible, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Yardmasters, who are included in the jurisdictional claims of the affiliated switchmen's union, have two independent organizations, one of which split off the other. Negro railroad workers have two independent general organizations, the Association of Colored Railway Trainmen, and the Association of Train Porters, Brakemen and Switchmen, as well as the various directly affiliated American Federation of Labor local unions (see p. 6).

The railway brotherhoods are among the oldest organizations of labor in the country, the Brotherhood of Locomotive Engineers dating from 1863 and the Order of Railroad Conductors from 1868. Originally both of these organizations and the Brotherhood of Locomotive Firemen and Enginemen, founded in 1873, were benevolent and temperance societies rather than labor unions. They fell into line with the general trend of the labor movement, however, and the youngest of the brotherhoods, the Brotherhood of Railroad Trainmen, organized in 1883, has been an economic organization from the first.

These organizations have always maintained their position independent of the American Federation of Labor, and have so thoroughly controlled their field that no question of jurisdiction or dual unionism has arisen.

There are two comparatively new organizations in railroad operation, both formed in 1918—the Order of Sleeping Car Conductors, which is affiliated with the American Federation of Labor, and the Brotherhood of Dining Car Conductors, which is independent.

Operators of motor buses come under two affiliated unions, through an agreement between the organizations which divided jurisdiction. Where motor-bus lines are operated by a street-railway company as part of its service and equipment, the Amalgamated Association of

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Street and Electric Railway Employees exercises jurisdiction over the drivers. Operators on independently controlled bus lines, when organized, hold membership in the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers.

In water transportation there are three affiliated and three independent unions. The International Longshoremen's Association and the International Seamen's Union, both affiliated to the American Federation of Labor, are the only unions in their jurisdictions. The third affiliated union, the National Organization of Masters, Mates, and Pilots, has a rival organization among the independents in the Neptune Association.

The other two independent unions, the National Marine Engineers' Beneficial Association and the Ocean Association of Marine Engineers, are dual organizations, the latter having seceded from the former. The National Marine Engineers' Beneficial Association was at one time in the American Federation of Labor, but withdrew because of lack of sympathy with the federation's opposition to ship subsidy. Thereafter the jurisdiction of the International Union of Operating Engineers was extended to cover marine and Diesel engines.

Listed according to their relation to the American Federation of Labor, the transportation unions are:

Land:

	Page
Affiliated to the American Federation of Labor—	
Railway Employees' Department, A. F. of L	12
Carmen of America, Brotherhood of Railway	78
Clerks, Freight Handlers, Express and Station Employees, Brotherhood of Railway and Steamship	80
Conductors, Order of Sleeping Car	81
Maintenance of Way Employees, Brotherhood of	88
Porters, Sleeping Car (American Federation of Labor locals)	6
Signalmen of America, Brotherhood of Railroad	91
Street and Electric Railway Employees of America, Amalgamated Association of	92
Switchmen's Union of North America	94
Teamsters, Chauffeurs, Stablemen and Helpers, International Brotherhood of	94
Telegraphers, Order of Railroad	96
Railroad Shop Crafts (classified under Building trades and Metals and machinery)—	
Blacksmith, Drop Forgers and Helpers	53
Boilermakers and Iron Shipbuilders	56
Electrical Workers	30
Firemen and Oilers	59
Machinists	61
Metal Workers, Sheet	67
Independent organizations—	
Agents, American Railway	78
Conductors, Brotherhood of Dining Car	81
Conductors of America, Order of Railway	82
Engineers, Grand International Brotherhood of Locomotive	85
Firemen and Enginemen, Brotherhood of Locomotive	86
Porters, Brakemen and Switchmen, Association of Train	89
Railroad workers, American Federation of	90
Station Employees, Brotherhood of Railroad	92
Train Dispatchers' Association, American	96
Trainmen, Association of Colored Railway	98
Trainmen, Brotherhood of Railroad	97
Yardmasters of America, Railroad	99
Yardmasters of North America, Railroad	100

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Water:
Affiliated to the American Federation of Labor— Page
Longshoremen's Association, International 102
Masters, Mates, and Pilots of America, National Organization 104
Seamen's Union of America, International 105
Independent organizations—
Engineers' Beneficial Association of the United States of America, National Marine 100
Engineers, Ocean Association of Marine 102
Neptune Association 104

Agents, American Railway

Not affiliated to the American Federation of Labor.

Organized in Minneapolis, Minn., in May, 1920. Originally this association was the Order of Railroad Station Agents, organized in 1908. Internal dissension split the organization in 1920, and the Order of Railroad Station Agents has since passed out of existence. The American Railway Agents is a small organization, numbering about 200 members, scattered throughout the United States and Canada.

It publishes the Railway Agent as its official organ, and its headquarters are Room 404, Bankers' Trust Building, Indianapolis, Ind.

Carmen of America, Brotherhood of Railway

Affiliated to the American Federation of Labor.

Organized at Pueblo, Colo., in August, 1891, as the result of a consolidation of various other organizations in the same field, among them the Brotherhood of Railway Car Repairers, which had been in existence since 1888, the Carmen's Mutual Aid Association, and the Brotherhood of Railway Carmen, organized in Toronto, Canada, in 1890. The organization functioned independently until 1909, when it affiliated with the American Federation of Labor.

Following its affiliation with the federation, it became involved in many jurisdictional difficulties with the craft unions, which claimed many of the occupations in car building, such as the carpenters, painters, sheet-metal workers, etc. Adjustment has in most cases been reached by agreement with the various craft organizations, however, and the brotherhood continues to function essentially as an industrial union.

Objects.—"We declare the intent and purpose of this brotherhood is to advance the moral, material, and industrial well-being of its members. First, to bring within the fold of our brotherhood every carman eligible to join our ranks. Second, to secure for our members a just remuneration in exchange for their labor. Third, to shorten the hours of labor as economic development and progress will warrant. Eight hours per day is the workday desired, and 44 hours per week, in order that our members may have more opportunities for intellectual development, social enjoyment, and industrial education. Fourth, to combat wherever it exists piecework, the bonus system, and all other degrading systems of labor, and to endeavor to establish through joint conferences of employers and employees such rates and working conditions as befit the ideal of honorable labor. Fifth, to federate with all other railway labor organizations for the common good and protection of all. Sixth, to cooperate with all trade, labor, and farmer organizations to secure the passage of such laws as are beneficial to the working class. Seventh, to encourage and stimulate our members to take a lively interest in the civil affairs of their country in order

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that they can, as a class, vote intelligently and effectively for the interests of the working class. Eighth, to encourage the establishment of sick, accident, death benefits, and old-age pensions in all lodges where it is possible."

Territorial jurisdiction.—United States, Canada, and Panama.

Trade jurisdiction.—Car building, covering specifically: "Railroad, electric, or motor car builders or repairers on any class of cars, wood or steel; car inspectors, car oilers, coach, gas, and steam pipe work, steel cabs, steel pilots, pilot beams and steel running boards, millwrights, drill-press men, air-brake and triple valve work; cabinet work, upholsterers, pattern makers in car department; planing-mill work, bench, coach, locomotive and all other carpenters in car departments; tender and tank work; locomotive, coach, and car painting and all finishing work pertaining thereto; tinners; all axle lathes, wheel borers, wheel press, bolt cutters and threaders, nut tappers, pipe fitters employed in car department; material handlers; boiler lagger and axle light work on wood or steel cars; foremen and assistants; wrecking engineers and crews; punch and shear operators in car department, and employees assigned to handle acetylene, thermite, or electric process on work that was generally recognized as carmen's work prior to the introduction of such process; coach cleaners and all helpers employed in any of these classifications."

Government.—1. General officers: President, assistant president, 12 vice presidents, secretary-treasurer, editor, and general executive board of 5 elected members.

The general president "shall perform the executive duties of the brotherhood, with power to settle all differences and grievances." His powers are comprehensive. The general executive board is a trial and audit board.

2. Local unions: Subordinate; constitution fixed by grand lodge, but with "power of making rules and regulations for their own welfare, provided always that such rules and regulations are in accordance with the constitution."

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by initiative or convention and referendum.

Qualifications for membership.—"Any white person between the ages of 16 and 65 years," employed in any capacity covered by the jurisdiction, "who believes in the existence of a Supreme Being, who is free from hereditary or contracted diseases, of good moral character and habits," is eligible to membership; "provided, that any person making application for membership who is not a citizen of the United States or Canada must present first naturalization papers or make affidavit" that such papers have been applied for. Male and female membership.

Carmen over 65 years of age may become honorary (nonbeneficiary) members.

Apprenticeship regulations.—"An apprentice is a person who while between the ages of 16 and 21 years is engaged to an employer to serve an apprenticeship learning the carmen's trade. Any person engaging himself to learn the carmen's trade shall serve an apprenticeship of 4 years of 290 days each.

"The ratio of apprentices shall be one apprentice for every five journeymen carmen employed * * * Apprentices upon completion of their apprenticeship shall receive not less than the minimum rate of pay for carmen."

Agreements.—Negotiated by railroad systems federations, composed of joint protective boards representing the various locals on a system. Indefinite duration, with 30-day notice clause.

Benefits.—Strike; death and total disability; injury and sick (by locals).

Official organ.—Railway Carmen's Journal.

Headquarters.—Carmen's Building, Kansas City, Mo.

Organization.—Local unions only: *United States*—Alabama, 6; Arkansas, 6; California, 6; Colorado, 5; Delaware, 1; District of Columbia, 1; Florida, 2; Georgia, 10; Idaho, 4; Illinois, 59; Indiana, 32; Iowa, 27; Kansas, 7; Kentucky, 10; Louisiana, 9; Maine, 1; Maryland, 6; Massachusetts, 3; Michigan, 20; Minnesota, 16; Mississippi, 4; Missouri, 19; Montana, 6; Nebraska, 7; Nevada, 1; New Hampshire, 2; New Jersey, 7; New York, 30; North Carolina, 6; North Dakota, 1; Ohio, 49; Oklahoma, 2; Oregon, 1; Pennsylvania, 32; South Carolina, 8; South Dakota, 5; Tennessee, 11; Texas, 8; Utah, 1; Vermont, 1; Virginia, 16; Washington, 6; West Virginia, 20; Wisconsin, 30; Wyoming, 2; Canal Zone, 1. *Canada*—Alberta, 13; British Columbia, 12; Manitoba, 7; New Brunswick, 5; Nova Scotia, 5; Ontario, 44; Quebec, 17; Saskatchewan, 11. *Total*, 621.

Membership.—56,000.

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Clerks, Freight Handlers, Express and Station Employees, Brotherhood of Railway and Steamship

Affiliated to the American Federation of Labor.

Organized at Sedalia, Mo., in 1898, as the Order of Railway Clerks of America. The order affiliated with the American Federation of Labor, but dropped out within a few years. After a reorganization the name was changed to Brotherhood of Railway Clerks. This organization functioned independently until 1909, when it was chartered by the American Federation of Labor. Following a substantial and steady growth as an organization of clerks, the scope was widened to include various other branches of railroad work, the extent of jurisdiction being reflected in the name adopted in 1919, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

This extended jurisdiction was contested by the International Brotherhood of Teamsters, who claimed jurisdiction over the express-wagon drivers. The American Federation of Labor sustained the claim of the teamsters and ordered the release of all members of the clerks' brotherhood who were employed as drivers in the railway-express service. The Brotherhood of Railway Clerks refused to accept the decision, and in January, 1926, their charter was revoked by the American Federation of Labor. By January, 1929, the dispute had been satisfactorily adjusted and the Brotherhood of Railway Clerks restored to its former status in the American Federation of Labor.

Objects.—"For the purpose of promoting unity of action, for our mutual protection and to promote the general welfare of our crafts."

Territorial jurisdiction.—United States, Canada, and Mexico.

Trade jurisdiction.—Clerks and other employees in railway offices; freight handlers, ticket sellers, baggagemen or other station employees; train and engine crew dispatchers and callers; storehouse or storeroom employees; and express employees in the service of railroad, steamship, express, or other transportation companies (except employees at ocean and Great Lakes ports handling freight between marine warehouses and deep-water vessels and between railroad cars and deep-water vessels; i. e. longshore works).

Government.—1. "The grand lodge * * * is the legislative and judicial head of the brotherhood and is vested with full power and authority to enforce upon its membership a strict adherence to its laws and regulations."

Grand lodge officers are: President, secretary-treasurer, seven vice presidents, editor, and a board of trustees consisting of five members.

Grand executive council: Authority between conventions is vested in a grand executive council, composed of the president, secretary-treasurer, and seven vice presidents. The council meets in regular sessions semiannually and its decisions stand unless and until reversed by the grand lodge convention. The grand president exercises general supervision over all the affairs of the brotherhood.

2. Local Unions: "There shall be one form of constitution for the government of all local lodges (emanating from grand lodge), which shall be considered the law by which each lodge shall be governed, provided that lodges may, with the approval of the grand president, adopt such by-laws for their local government as may be necessary."

3. Convention: Held triennially: legislates for organization and elects grand lodge officers.

4. Initiative, referendum, and recall: Constitutional amendments either by convention or by referendum.

Qualifications for membership.—"All white persons, male or female, of good moral character who have had actual exeprience 'within the field covered by the jurisidction,' and who at the time of making application are in the employ" of

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railroad, steamship, express, or other transportation companies, are eligible to membership.

Apprenticeship regulations.—None.

Agreements.—Negotiated by general wage committee composed of representatives of locals of each road. Contracts are of indefinite duration with 30-day renewal clause.

Benefits.—Strike and death.

Official organ.—The Railway Clerk.

Headquarters.—Brotherhood of Railway Clerks Building, Cincinnati, Ohio.

Organization.—Local lodges only. *Total*, 1,297. Distribution not reported.

Membership.—135,000.

Conductors, Brotherhood of Dining Car

Not affiliated to the American Federation of Labor.

Organized and incorporated in New York City in December, 1918.

Objects.—"It shall be the object of this brotherhood to promote the general welfare of its members; advance their interests—social, moral and intellectual; to protect their families and themselves by the exercise of such benevolences as are established by the grand division. It shall be the aim of the brotherhood to maintain harmonious relations with those whose interests they serve and to act as a representative body to adjust such differences as may from time to time arise between employer and employee to the end that mutual confidence would function to raise the standard of dining-car service.

Territorial jurisdiction.—United States.

Trade jurisdiction.—Dining-car conductors, assistant dining-car conductors, dining-car stewards, assistant dining-car stewards, railroad restaurant stewards or managers, railroad ferry steamer stewards or managers.

Government.—1. General officers are: President, 2 natitonal vice presidents, and 4 regional vice presidents, general secretary-treasurer, and an executive board of 12 elected members in addition to the president and secretary-treasurer.

"The executive power of the brotherhood shall be vested in the president."

"The judicial power of the brotherhood shall be vested in the executive board."

Regional vice presidents are an adjustment board.

2. Local divisions: Organized and allocated by grand division, subordinate to and governed by its constitution and rules.

3. Convention: Held triennially; elects general officers. "All legislative powers are vested in the grand division" in regular session assembled. Constitutional amendment by convention only.

Qualifications for membership.—"An applicant for membership must be of the Caucasian race and have had at least three consecutive months' experience in the capacity" covered by jurisdiction.

Agreements.—Negotiated by committees on individual roads with railroad management, subject to approval by the brotherhood.

Benefits.—Life insurance (through an insurance company).

Official organ.—The Dining-Car Steward.

Headquarters.—101 West Forty-second Street, New York City, N. Y.

Organization.—Local divisions only: California, 1; Colorado, 1; District of Columbia, 1; Illinois, 1; Massachusetts, 1; Minnesota, 1; Nebraska, 1; New York, 1. *Total*, 8.

Membership.—1,000.

Conductors, Order of Sleeping Car

Affiliated to the American Federation of Labor.

Organized in Kansas City, Mo., February 20, 1918, as the Order of Sleeping Car Employees. At the first triennial convention, held in 1919, the name was changed to Order of Sleeping Car Conductors.

Objects.—"The work of this order is dedicated to the best interests of the employer and employee, through collective bargaining to maintain wages and working conditions in consonance with American standards of living.

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"That they may serve one another in peaceful and harmonious relations through the constant efforts of this organization; to advance the interests, social, moral, and intellectual, of its members, and to establish mutual confidence through a policy of general understanding—such is the aim and purpose of this order."

Territorial jurisdiction.—United States, Canada, and Mexico ("wherever the Pullman Company operates").

Trade jurisdiction.—Sleeping and parlor car conductors.

Government.—1. General officers: President, six vice presidents comprising the executive board, and secretary-treasurer.

"The president is the official head of the order," with comprehensive executive and administrative powers.

The executive board acts "as advisory counsel to the president" and as a trial and audit board.

2. Local divisions: Subordinate; constitution and by-laws dictated by general division. Dues paid to headquarters office and rebated to local by general secretary-treasurer (75 per cent to headquarters office, 25 per cent to local treasury).

3. Convention: held triennially; elects general officers. Constitutional amendments by convention vote only.

Qualifications for membership.—"Applicant for membership must be a white male, sober and industrious, and must join of his own free will. He must be sound in body and mind. He must be actually employed as a sleeping or parlor car conductor and have served at least 10 days as such prior to and at the time he makes application."

Agreements.—The executive officers of the order confer with representatives of the Pullman Co. to establish wage rates and rules governing working conditions, based on demands formulated by the membership. Indefinite duration, with a 30-day notice clause.

Benefits.—Insurance (compulsory contributory membership).

Official organ.—The Sleeping Car Conductor.

Headquarters.—Carmen's Building, 107 West Linwood Boulevard, Kansas City, Mo.

Organization.—Local divisions only: *United States*—Alabama, 1; California, 2; Colorado, 1; District of Columbia, 1; Florida, 1; Georgia, 1; Illinois, 1; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 1; Michigan, 1; Minnesota, 2; Missouri, 2; Nebraska, 1; New York, 3; North Carolina, 2; Ohio, 3; Oregon, 1; Pennsylvania, 2; Texas, 4; Tennessee, 2; Utah, 1; Virginia, 2; Washington, 1. *Canada*, 1. *Mexico*, 1. *Total*, 41.

Membership.—2,300.

Conductors of America, Order of Railway

Not affiliated to the American Federation of Labor.

Organized at Mendota, Ill., on July 6, 1868. Organization of railroad conductors began early in 1868 when a group of conductors on the Illinois Central formed the Conductors' Union at Amboy, Ill. Shortly thereafter a group of Chicago, Burlington & Quincy men met at Galesburg and organized Galesburg Division No. 2 of the Conductors' Union. In July of the same year these two groups met jointly at Mendota, Ill., and established an organization "to be known as the Conductors' Union," which should proceed with the organization of railroad conductors over the entire country. This group held another meeting at Columbus, Ohio, on December 15, 1868, reorganized, elected a "grand division" and adopted a constitution and by-laws.

At the first annual convention, held in 1869, the name "Conductors' Brotherhood" was adopted. This was changed to Order of Railway Conductors of America in 1878.

Originally this organization was not a labor union. It was a fraternal benefit and temperance society which definitely opposed

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economic action. From 1877 to 1890 participation in strikes was punished by expulsion from the order. Out of that attitude on the part of the conductors grew the charge of the other railroad organizations that the conductors were strike breakers, active opposition on the part of the labor unions to the conductors and efforts to disrupt their organization, and the establishment, in 1885, of the Brotherhood of Railway Conductors, based on a labor-union philosophy and program.

Pressure from without and disaffection within produced a radical change in policy by 1890, when the old leaders were displaced and a more aggressive program of trade regulation was adopted. The cooperation of the other railroad unions was secured, insurgency was checked, and the dual organization was absorbed.

Fraternal and beneficial features are still strong but the paramount doctrine and activity of the Order of Railway Conductors at present is the regulation of working conditions and the adjustment of difficulties through trade agreements.

The order was incorporated under the laws of Iowa in 1887, and Cedar Rapids became its permanent headquarters. Publication of the official organ of the order, The Railway Conductor, began in 1884.

Objects.—"The particular business and objects for which this association is formed are as follows: To unite its members; to combine their interests as railway conductors; to elevate their standing as such and their character as men, for their mutual improvement and advantage, socially and otherwise; to secure to members the proper support, cooperation and assistance of each other; * * * and to organize subordinate divisions, bodies or associations under the jurisdiction and control of, and in subordination to this association; * * * to furnish material aid and benefit, from a fund obtained upon the assessment plan, to disabled members * * * and their widows, children, and heirs." (From the articles of incorporation, 1887.)

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Railway conductors. "The term 'conductor' applies to a person who is in charge of a complete train of any kind whatsoever and who supervises the movements of a complete train without regard to the territory in which it operates. Also to those who act as assistants in the performance of conductors' duties of honoring or lifting transportation or acceptance and execution of train orders."

Government.—"The grand division shall have exclusive jurisdiction over all divisions, * * * and to its constitution, statutes, edicts, and resolutions all divisions and members of the order shall render true obedience."

"The powers of the grand division are legislative, judicial, and executive."

"The president is the official head of the order," with comprehensive powers.

The board of trustees, composed of three elected members, is a trial and audit board.

The board of directors, composed of the president, nine vice presidents, secretary and treasurer, trustees, and members of the insurance committee, is an appeal board.

Committee on jurisdiction, composed of the president, the senior vice president, assistant to the president, association chairmen and a member who shall be a citizen of Canada appointed by the president, is a wage committee.

General legislative committee. In the United States, composed of the board of directors. In Canada, composed of the Canadian vice president, the Canadian legislative representative and another member appointed by the president.

2. Divisions: Subordinate; governed by constitution, laws, and regulations of grand division, except that they 'shall have power to enact such by-laws for their government as they may deem necessary," subject to the approval of the president.

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Divisions must maintain legislative committees, which combine into a legislative committee for the State or Province.

Divisions must maintain adjustment committees, which combine into general adjustment committees for wage negotiations.

3. Conventions: Held triennially; enact legislation and elect general officers. Constitutional amendments by convention, but under certain conditions must be ratified by referendum.

Qualifications for membership.—"Any white man shall be eligible to membership under the following conditions:

"A. Who has qualified as a road train conductor on a surface railway, where steam and electricity are intermingled, or where steam or electricity is the motive power, and the operation of which is governed by time-tables, rules or other requirements which necessarily constitute a requisite qualification of a bona fide railway conductor, and who at the time of making application has his name on road train conductors' rosters and holds road rights, and has had at least one year's experience in road or yard service and is in road or yard service at the time of making application.

"B. Who acts as assistant in the performance of conductor's duties in honoring or lifting transportation or acceptance and execution of train orders.

"C. Who at any time has been actually employed as road train conductor, and has had his name on road train conductors' roster, and who is at the time of making application employed in road or yard service.

"D. Who is actually assigned as conductor of a regularly established transfer service, doing only transfer work.

"The use of alcoholic liquors as a beverage shall be sufficient cause for rejecting any petition for membership."

Agreements.—"On each system of railway where there are divisions of the order there shall be a general committee of adjustment. * * * On systems of railway under management of more than one general manager where separate general committees are formed, the several chairmen will constitute a system advisory board."

General committees in turn form associations, one association for each of the following districts:

"District No. 1 shall be composed of all territory lying west of, and including, the southern lines of the Illinois Central Railway, and lying on the west side of Lake Michigan and south of Lake Superior, and west of a line laid through Duluth and Fort William, and shall be bounded on the south by the Mexican border.

"District No. 2 shall be composed of the territory east of the aforementioned line and north of the lines of the Chesapeake & Ohio Railway.

"District No. 3 shall comprise the territory south of and including the Chesapeake & Ohio Railway and as far west as the Illinois Central line mentioned as the boundary of district No. 1."

These associations are established "for the purpose of carrying on concerted movements relating to wages, hours of service, and other important general working conditions of conductors."

Benefits.—Strike ("striking members and other striking conductors"); life insurance and total disability insurance (compulsory membership); accident insurance (voluntary membership); home for aged and disabled members, wives, and widows.

Official organ.—The Railway Conductor.

Headquarters.—Cedar Rapids, Iowa.

Organization.—Local divisions only; *United States*—Alabama, 7; Arizona, 4; Arkansas, 8; California, 22; Colorado, 10; Connecticut, 4; Delaware, 2; District of Columbia, 1; Florida, 9; Georgia, 10; Idaho, 2; Illinois, 39; Indiana, 24; Iowa, 26; Kansas, 19; Kentucky, 13; Louisiana, 9; Maine, 3; Maryland, 5; Massachusetts, 8; Michigan, 14; Minnesota, 15; Mississippi, 8; Missouri, 27; Montana, 12; Nebraska, 13; Nevada, 3; New Hampshire, 2; New Jersey, 9; New Mexico, 7; New York, 30; North Carolina, 8; North Dakota, 7; Ohio, 33; Oklahoma, 10; Oregon, 5; Pennsylvania, 54; Rhode Island, 1; South Carolina, 5; South Dakota, 4; Tennessee, 10; Texas, 36; Utah, 4; Vermont, 3; Virginia, 11; Washington, 11; West Virginia, 18; Wisconsin, 14; Wyoming, 5. *Canada*—Alberta, 7; British Columbia, 7; Manitoba, 6; New Brunswick, 2; Nova Scotia, 3; Ontario, 31; Quebec, 9; Saskatchewan, 8. *Total*, 677.

Membership.—53,055.

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Engineers, Grand International Brotherhood of Locomotive

Not affiliated to the American Federation of Labor.

Organized March 17, 1863. The earliest organization of railroad engineers was formed at a convention in Baltimore, Md., on November 6, 1855, attended by 70 delegates representing 14 States and 55 railroads. This association, known as the National Protective Association of the United States, lasted only a year. Subordinate branches which it had organized at the height of its activity lived somewhat longer, but were never active.

Working conditions resulting from the rapid development of railroads and their consolidation into trunk lines produced discontent on the part of the engineers, which led to a concerted movement of those on the roads running through Michigan. At a meeting held in Detroit in March, 1863, 12 engineers established division No. 1, Brotherhood of the Footboard, and adopted a constitution and by-laws.

Local organization followed so rapidly that there were 54 divisions at the time of the second annual meeting, in August, 1864. At this convention, held in Indianapolis, the name was changed to Grand International Brotherhood of Locomotive Engineers.

During 1864–65 the brotherhood gained a firm hold in the East as well as what was then the West. The official journal was established in 1866 and the Mutual Life Insurance Association, a subsidiary, in 1867. In 1870 Cleveland was made the permanent headquarters of the brotherhood.

Never a militant organization, it has developed gradually from a fraternal benefit society to a powerful economic body in practical control of the field it covers.

Objects.—"The purpose of this organization shall be to combine the interests of locomotive engineers, elevate their social, moral, and intellectual standing, to guard their financial interests, and promote their general welfare; its cardinal principles, sobriety, truth, justice, and morality.

"The interests of the employer and the employee being coordinate, the aim of the organization will be cooperation and the cultivation of amicable relations with the employer, and to guarantee the fulfillment of every contract made in its name by the use of every power vested in it."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Locomotive engineers. (Men operating power on elevated roads or subways, wholly or in part within incorporated limits of the city, or men upon roads of not less than 25 miles in length, 20 miles of which shall be outside of the incorporated limits of the city, or upon roads that are or have been operated by steam power, shall be known as engineers.)

Government.—1. "The grand international division shall have exclusive jurisdiction over all subjects pertaining to the brotherhood, and its enactments and decisions upon all questions are the supreme law of the brotherhood, and all divisions and members of the order shall render true obedience thereto."

Grand division officers are: Grand chief engineer, nine assistant grand chief engineers, secretary-treasurer, and secretary-treasurer of insurance.

"The grand chief engineer shall be the official head of the order, and shall have the general direction of the assistant grand chiefs in their work, and shall exercise full control over the grand office and the order in general."

2. Divisions: Subordinate; constitution, rules, and regulations dictated by grand division.

3. Convention: Held triennially at Cleveland, Ohio. Legislates for order and elects general officers. No referendum.

Qualifications for membership.—"No person shall become a member of the Brotherhood of Locomotive Engineers unless he is a white man, 21 years of age, nor shall he, except as provided in section 31, statutes, be initiated if more

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than 50 years of age, can read and write the language used in operating the road where he is employed, is a man of good moral character, temperate habits, and an engineer in active service, or who has qualified as an engineer and is subject to call, operating motive power on railroads when proposed."

Agreements.—Negotiated by general committees of adjustment. "On any system of railroad where two are more divisions are organized, there shall be a standing general committee of adjustment. * * * Each division on a road or system shall be entitled to one representative and one vote in said committee." On a road or system where there is only one division, the local committee of that division will be the general committee of adjustment. Committee members are elected triennially.

Benefits.—Strike and victimization (from general funds); home for aged and disabled.

Locomotive Engineers' Mutual Life and Accident Insurance Association, a subsidiary established on December 3, 1867, and incorporated on March 3, 1894, carries life and accident insurance, which is compulsory for all members; and provides old-age and disability pension, accident indemnity, and sick benefit through funds raised by assessments on voluntary membership.

Official organ.—Locomotive Engineers' Journal.

Headquarters.—Brotherhood of Locomotve Engineers' Building, Cleveland, Ohio.

Organization.—Local divisions only: *United States*—Alabama, 13; Arizona, 5; Arkansas, 10; California, 22; Colorado, 14; Connecticut, 4; Delaware, 3; District of Columbia, 1; Florida, 8; Georgia, 19; Idaho, 4; Illinois, 56; Indiana, 30; Iowa, 34; Kansas, 25; Kentucky, 17; Louisiana, 14; Maine, 6; Maryland, 6; Massachusetts, 10; Michigan, 21; Minnesota, 27; Mississippi, 9; Missouri, 31; Montana, 11; Nebraska, 11; Nevada, 3; New Hampshire, 3; New Jersey, 17; New Mexico, 6; New York, 49; North Carolina, 8; North Dakota, 5; Ohio, 57; Oklahoma, 11; Oregon, 7; Pennsylvania, 75; Rhode Island, 1; South Carolina, 5; South Dakota, 3; Tennessee, 17; Texas, 46; Utah, 7; Vermont, 5; Virginia, 19; Washington, 15; West Virginia, 12; Wisconsin, 24; Wyoming, 6. *Canada*—Alberta, 10; British Columbia, 10; Manitoba, 7; New Brunswick, 10; Nova Scotia, 7; Ontario, 39; Quebec, 14; Saskatchewan, 10. *Total*, 919.

Membership.—83,000.

Firemen and Enginemen, Brotherhood of Locomotive

Not affiliated to the American Federation of Labor.

Organized at Port Jervis, N. Y., December 1, 1873. The Brotherhood of Locomotive Firemen and Enginemen grew out of a meeting of 11 firemen in an old shed in Port Jervis, N. Y., at which Deer Park Lodge, No. 1, Brotherhood of Locomotive Firemen, was organized. Organization of other local lodges followed rapidly, and two years after the first gathering a convention held at Indianapolis represented 31 lodges. The convention established the official organ of the brotherhood. In 1906 the name was changed to Brotherhood of Locomotive Firemen and Enginemen.

The development of the firemen's organization parallels closely that of the conductors and the engineers, starting out as a fraternal benefit society and growing into a craft union with virtual control over the working conditions and trade relations of its members.

Objects.—"For the purpose of uniting locomotive enginemen and hostlers, elevating their social, moral, and intellectual standing, for the protection of their interests and the promotion of their general welfare, the Brotherhood of Locomotive Firemen and Enginemen has been instituted as an international organization, having as one of its aims the desire to cultivate a spirit of harmony between employer and employee. Realizing that our vocation involves ceaseless peril, the necessity of making suitable provisions for ourselves, our families, and those we feel obliged to aid, against those disasters which almost daily overtake us, and of extending to each other the hand of charity, becomes self-evident, and hence the brotherhood has adopted as its motto: Protection, charity, sobriety, and industry."

Territorial jurisdiction.—United States, Canada, Newfoundland, and Mexico.

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Trade jurisdiction.—Locomotive enginemen, engine hostlers, hostler helpers, engine dispatchers employed handling engines in or about roundhouse or ash pit, in shop yards, locomotive works, industrial plants, motor men or helpers on electric engines, motor or gas cars on roads where electric energy is used or has been substituted for steam. Engine hostlers or engine dispatchers are persons who actually handle and are responsible for the care of locomotives. Hostler helpers are persons who are assigned and required to assist outside or main-line hostlers.

Government.—1. General officers of the grand lodge are: President, assistant president, 10 vice presidents, national legislative representative for the United States, general secretary-treasurer, editor, general medical examiner, and a board of directors consisting of seven members.

The president is the administrative and executive head of the organization, with comprehensive powers.

The board of directors is advisory to the president. It is also a trial board and an audit board. The vice presidents are field representatives dealing directly with railroad managers in the interest of the membership.

The national legislative representative is a full-time salaried officer who is head of the organized legislative and political activities of the grand lodge and subordinate lodges, with headquarters in Washington.

2. Subordinate lodges: Autonomy almost wholly restricted by constitution; rules and regulations imposed by grand lodge.

3. Convention: Held triennially; enacts legislation and elects general officers. Amendments to either grand lodge or subordinate lodge constitution by convention vote only. No referendum.

Qualifications for membership.—Any worker within the jurisdiction who has served for at least 30 days, white, of good moral character, sober and industrious, not less than 18 years of age, and able to read and write the English language, is eligible to membership. Mexicans, or those of Spanish-Mexican extraction, are ineligible.

Failure to pass the required physical examination makes applicant eligible only to nonbeneficiary membership, carrying with it only a funeral benefit.

Agreements.—"Protective department," organized into the local grievance committees, general grievance committees, associations of general committees. General committees are composed of the chairman of the local grievance committees on each railway. (On railway systems having but one lodge the local grievance committee shall be the general grievance committee.)

"General grievance committees shall have authority to make and interpret agreements with representatives of railway companies concerning rates of wages, rules respecting seniority rights, adjustment of grievances, and other matters necessary in the interest of the members they represent. When the general committee is not in session the general chairman has authority to interpret the schedule."

Associations of general committees are composed of the general committees in each of the following districts:

District No. 1. All territory lying west of and including the southern lines of the Illinois Central Railroad and lying on the west side of Lake Michigan and south of Lake Superior, and west of the line drawn through Duluth, and shall be bounded on the south by the Mexican border and on the north by the Canadian border.

District No. 2. The territory east of the aforementioned line of district No. 1 north of the lines of the Chesapeake & Ohio Railway and south of the Canadian border.

District No. 3. Territory south of and including the Chesapeake & Ohio Railway as far west as the Illinois Central lines mentioned as boundary of district No. 1.

District No. 4. All territory within the Dominion of Canada, provided the firemen on the western lines of the Grand Trunk Railway, which are located entirely within the United States, with no overlapping seniority be allowed to withdraw from the Canadian lines of the Grand Trunk and join the district having jurisdiction over the territory through which they operate.

The associations of general committees are "for the purpose of carrying on concerted movements relating to wages and other important general working conditions."

Benefits.—Strike; legal aid in manslaughter trials growing out of accidents; tuberculosis treatment; insurance department; life and disability insurance

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(compulsory membership); accident insurance (voluntary); pension and widow's pension (voluntary and contributory); home for aged and disabled; funeral benefit for nonbeneficiary members; sick benefits (local only).

Official organ.—Brotherhood of Locomotive Firemen and Enginemen's Magazine.

Headquarters.—Keith Building, Cleveland, Ohio.

Organization.—Locals only. *United States*—Alabama, 10; Arizona, 6; Arkansas, 11; California, 19; Colorado, 19; Connecticut, 4; Delaware, 3; District of Columbia, 1; Florida, 6; Georgia, 10; Idaho, 4; Illinois, 62; Indiana, 30; Iowa, 33; Kansas, 26; Kentucky, 19; Louisiana, 12; Maine, 5; Maryland, 6; Massachusetts, 10; Michigan, 26; Minnesota, 26; Mississippi, 8; Missouri, 33; Montana, 14; Nebraska, 14; Nevada, 4; New Hampshire, 3; New Jersey, 14; New Mexico, 6; New York, 55; North Carolina, 6; North Dakota, 5; Ohio, 56; Oklahoma, 11; Oregon, 4; Pennsylvania, 85; Rhode Island, 2; South Carolina, 4; South Dakota, 6; Tennessee, 13; Texas, 53; Utah, 7; Vermont, 7; Virginia, 15; Washington, 16; West Virginia, 11; Wisconsin, 22; Wyoming, 6; Alaska, 1. *Canada*—Alberta, 11; British Columbia, 10; Manitoba, 8; New Brunswick, 6; Nova Scotia, 8; Ontario, 37; Prince Edward Island, 1; Quebec, 13; Saskatchewan, 11. *Newfoundland*, 2. *Total*, 936.

Membership.—104,602.

Maintenance of Way Employees, Brotherhood of

Affiliated to the American Federation of Labor.

Organized at La Porte City, Iowa, in 1886. A southern organization in the same field was organized at Demopolis, Ala., in 1887. In 1891 both came together at St. Louis, Mo., and formed the International Brotherhood of Railway Track Foremen of America. This organization was purely social and benevolent in character until 1896, when it extended jurisdiction to track laborers, changed its name to Brotherhood of Railway Trackmen, and became a labor union. In 1902 the Canadian organization of trackmen merged with the American body, forming the International Brotherhood of Maintenance of Way Employees. A secession movement in 1914 resulted in the formation of a rival organization in the Southeastern States which continued to function until 1918, when it reaffiliated with the parent body under the combined name of United Brotherhood of Maintenance of Way Employees and Railroad Shop Laborers, carrying with it an extension of jurisdiction over roundhouse and shop laborers. The convention of 1925 shortened the name of the union to Brotherhood of Maintenance of Way Employees.

Objects.—"The objects of this organization are: To exalt the character and increase the ability of its members; to insure greater safety to the traveling public and effect economy in the department in which our members are employed by interchanging ideas and adopting the best methods of performing our duties; to benefit the general public by raising the standards of efficiency of our membership; to alleviate distress and suffering caused by sickness or disability among our members; to assist the widows and orphans of deceased members; to allow no person to remain a member of the brotherhood unless he lives a sober, moral, and honest life; to require all members to faithfully and honestly perform their duties to the best of their ability for the brotherhood and for their employers; to use all honorable means to secure the passage of laws beneficial to our membership, and to improve labor conditions generally; to stimulate the civic education of the members in their political rights and to use the ballot intelligently to the end that the Government may not be perverted to the interest of the favored few, but that it may be a government of the people, by the people, for the people in the fullest sense."

Territorial jurisdiction.—United States, Canada, and Panama.

Trade jurisdiction.—Maintenance-of-way employees, including, specifically, all maintenance men below the rank of supervisor, pumpers, crossing and bridge flagmen, bridge operators and helpers, and shop laborers.

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Government.—1. General officers: President; five vice presidents, one of whom shall reside in and be a citizen of Canada; secretary-treasurer and five elected members of the executive board, one of whom shall reside in and be a citizen of Canada.

"The president shall exercise general supervision over all the affairs of the brotherhood." The executive board is advisory to the president.

For the purpose of carrying on concerted negotiations relative to wages, terms of agreement, strikes, and other important general conditions, there are regional associations composed of the general chairmen, vice chairmen, assistant chairmen, and secretary-treasurers of the railroad system divisions and federations in each region and the following grand lodge officers: President, secretary-treasurer, statistician, and the vice president in charge of the region.

There are five such regional associations covering respectively, the northeastern, the northwestern, the southeastern and the southwestern sections of the United States and the Dominion of Canada.

An inernational association, composed of the grand lodge officers and all members of the regional associations meets annually in an advisory capacity on matters of general policy, field work, general movements on wages and working conditions, etc.

2. Local unions: Subordinate; constitution and by-laws determined by grand lodge.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments either by convention or by initiative and referendum. Elected officers subject to recall.

Qualifications for membership.—Any worker within the jurisdiction "who is sober, moral, and otherwise of good character," is eligible to membership.

Negro workers "shall be entitled to all the benefits and protection guaranteed by the constitution to members and shall be represented in the grand lodge by delegates of their own choosing selected from any white lodge on the system division where they are employed. Nothing in this section operates to prevent colored employees from maintaining a separate lodge for social purposes."

Apprenticeship.—None.

Agreements.—Negotiated by railroad system divisions or federations, on terms approved by the Regional Association. System joint protective boards are composed of elected representatives from each subordinate lodge on roads or systems which are 51 per cent or more organized.

Benefits.—Strike and lockout; death.

Official organ.—The Railway Maintenance of Way Employees' Journal.

Headquarters.—61 Putnam Avenue, Detroit, Mich.

Organization.—Subordinate lodges only: *United States*—Alabama, 20; Arizona, 3; Arkansas, 32; California, 10; Colorado, 12; Connecticut, 2; Delaware, 2; Florida, 13; Georgia, 25; Idaho, 1; Illinois, 84; Indiana, 40; Iowa, 60; Kansas, 26; Kentucky, 41; Louisiana, 12; Maine, 12; Maryland, 5; Massachusetts, 11; Michigan, 40; Minnesota, 30; Mississippi, 20; Missouri, 50; Montana, 16; Nebraska, 11; Nevada, 4; New Hampshire, 5; New Jersey, 6; New Mexico, 3; New York, 39; North Carolina, 19; North Dakota, 16; Ohio, 40; Oklahoma, 6; Oregon, 4; Pennsylvania, 34; Rhode Island, 2; South Carolina, 10; South Dakota, 12; Tennessee, 22; Texas, 45; Utah, 3; Vermont, 6; Virginia, 19; Washington, 18; West Virginia, 22; Wisconsin, 41; Wyoming, 3. *Panama*, 1. *Canada*—Alberta, 23; British Columbia, 19; Manitoba, 13; New Brunswick, 12; Nova Scotia, 7; Ontario, 62; Prince Edward Island, 2; Quebec, 29; Saskatchewan, 21. *Total*, 1,166.

Membership.—Withheld; American Federation of Labor voting strength, 35,000.

Porters, Brakemen and Switchmen, Association of Train

Not affiliated to the American Federation of Labor.

Organized at Florence, S. C., in July, 1918, by 18 porters. It was then called the Colored Organization of Railway Trainmen. On December 2, 1919, it incorporated under the laws of Virginia as "The Association of Train Porters, Brakemen, and Switchmen," with "rights to organize and establish locals or branches generally throughout the United States."

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Objects.—"To organize, develop, and improve the condition of the colored trainmen of America, to secure fair and just compensation for services rendered, and maintenance of proper wages, together with fair working conditions for its members."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Colored railroad workers employed as train porters, brakemen, switchmen, and switch tenders.

Government.—1. President is chief executive officer, to whom other grand lodge officers are subordinate. General officers are: President, two or more vice presidents, general secretary, general treasurer, counselor, general chairmen (one or more); general grievance committee of not less than three members.

2. Local unions: Subordinate; dues, general laws, etc., fixed by grand lodge.

3. Convention: Annual; legislates for body and elects general officers. Constitutional amendments by convention.

Qualifications for membership.—Train porters, brakemen, switchmen, and switch tenders (colored) only are eligible to membership.

Benefits.—None.

Official organ.—None.

Headquarters.—622 North Thirtieth Street, Richmond, Va.

Organization.—Local lodges only: Alabama, 2; District of Columbia, 1; Florida, 1; Georgia, 2; Louisiana, 1; Mississippi, 1; North Carolina, 2; South Carolina, 2; Tennessee, 2; Virginia, 1. *Total*, 15.

Membership.—1,700.

Railroad Workers, American Federation of

Not affiliated to the American Federation of Labor.

Organized in Buffalo, N. Y., May 22, 1901, from a group of directly affiliated American Federation of Labor local unions, as the International Association of Car Workers. It remained in affiliation to the American Federation of Labor until 1911, but its chartered jurisdiction conflicted with that of several other American Federation of Labor unions, involving it in a number of conflicts. In 1911 it withdrew from the federation and reorganized as an industrial union, under the slogan "One railroad, one organization."

Objects.—"The object of this organization is to advance the material, financial, social, and moral conditions of the railroad workers of America.

"Believing a concentration of effort is the best medium through which the men engaged in the railroad industry can promote their general welfare and elevate their moral, social, and material standards, we therefore decided to unite and solidify men engaged in all branches of this industry under the constitution of the American Federation of Railroad Workers, an industrial organization, based upon the principle of democratic cooperation."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The railroad industry.

Government.—1. General officers: President, one vice president, secretary-treasurer, a board of managers of three members, and a judiciary board of three members.

The president is the executive and administrative head of the organization. The board of managers is the financial agency and "shall act as a law department." The judiciary board is a trial board.

2. Local unions: Subordinate; constitution, by-laws, dues, regulation, etc., fixed by general organization.

Systems councils formed on railroads have two or more local lodges.

3. Initiative, referendum, and recall. General officers elected by referendum. Convention on call only.

Qualifications for membership.—"Any white person of good moral character under 65 years of age who is not afflicted with any chronic disease and who is not of otherwise unsound health, and who is employed as a wage worker on a railroad, except higher officials who have general supervision over railroad workers, shall be eligible to membership." Applicants over 65 years of age or disqualified physically may become non-beneficiary members.

Apprenticeship.—None.

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Agreements.—Negotiated by general advisory boards composed of the chairmen of the local advisory boards on each system.

Benefits.—Strike; death.

Official organ.—The Railroad Worker.

Headquarters.—315 South Ashland Boulevard, Chicago, Ill.

Organization.—System councils: Philadelphia & Reading; Pittsburgh & Lake Erie; New York Central Lines West; Toledo & Ohio Central. District councils: Toledo, Ohio, New York, and New Jersey.

Local lodges: Indiana, 2; Iowa, 1; Massachusetts, 4; Minnesota, 1; New Jersey, 5; New York, 4; Ohio, 17; Pennsylvania, 17. *Total*, 51.

Membership.—Approximately 25,000.

Signalmen of America, Brotherhood of Railroad

Affiliated to the American Federation of Labor.

Organized at Altoona, Pa., in 1901. Incorporated in 1908. This organization began as a local union of signalmen on the Pennsylvania Railroad. It functioned independently from its inception in 1901 until 1914, when it affiliated with the American Federation of Labor, as the Brotherhood of Railway Signalmen of America. In 1918 the title was changed to Brotherhood of Railroad Signalmen of America.

Objects.—"The Brotherhood of Railroad Signalmen of America is an organization incorporated for the purpose of uniting all persons of good moral character who are actively engaged in construction or maintenance of signals, locking and interlocking plants, mechanical, electric, pneumatic, or otherwise, to establish a fund for the relief of sick and distressed members, to guard their financial interests, and promote their general welfare."

Territorial jurisdiction.—United States, Canada, and Mexico.

Trade jurisdiction.—Railroad signal departments or signal construction, maintenance of electric, electropneumatic, electro-mechanical, or mechanical interlocking systems, color or position light signals, electric, electric-pneumatic, mechanically operated signals, or automatic train controlling or stopping device, highway-crossing protection, high-tension and other lines overhead or underground, poles, and fixtures, wood fiber, iron, or clay conduit systems, transformers, arrestors, and distributing blocks, wires or cables, pertaining to railroad signaling and interlocking systems, or signal poles and other lighting, as required for the operation of railroad signaling and interlocking systems, or storage-battery plants with charging outfits, with switchboard equipments, substations and current-generating plants, compressed-air plants, as used for the operation of signaling and interlocking systems, or compressed-air pipe mains and distributing systems, as used for the operation of signaling and interlocking systems, pipe-line connections for mechanically operated switch and signal apparatus, with cranks, compensators, foundations, and supporters, or carpenter, concrete, and form work of all classes in connection with installing any signaling or interlocking system.

Government.—1. General officers: President, assistant to president, four vice presidents, secretary-treasurer, and board of trustees composed of three members. The grand executive council is composed of the grand president, assistant to president, four vice presidents, secretary-treasurer.

The president is the executive head of the organization and "shall exercise a general supervision over the affairs of the brotherhood."

The grand executive council is advisory to the president, and a trial board. Vice presidents are organizers

2. Subordinate lodges: Limited autonomy; constitution dictated by grand lodge. Local by-laws subject to approval of general president.

3. Convention: Held biennially. "The convention shall adopt all laws and regulations of general application for the government of the brotherhood, and alter, amend, or repeal the same." Constitutional amendments by convention or initiative and referendum. Election of general officers by convention.

Qualifications for membership.—"Any person of good moral character and sound bodily health who is 18 years of age or over" and is actually employed

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in the construction or maintenance of railroad signal service (except operation) is eligible to membership.

Agreements.—System committees, composed of representatives from each local on a given road, negotiate agreements with that road.

Benefits.—None.

Official organ.—The Signalman's Journal.

Headquarters.—4750–4754 North Kimball Avenue, Chicago, Ill.

Organization.—Local lodges only: *United States*—Alabama, 1; Arizona, 1; California, 4; Colorado, 3; Connecticut, 2; Delaware, 2; Florida, 2; Georgia, 1; Idaho, 1; Illinois, 15; Indiana, 10; Iowa, 7; Kansas, 2; Kentucky, 3; Maine, 1; Maryland, 2; Massachusetts, 5; Michigan, 5; Minnesota, 2; Mississippi, 1; Missouri, 5; Nebraska, 1; New Jersey, 7; New York, 17; North Carolina, 1; Ohio, 15; Oregon, 1; Pennsylvania, 19; Tennessee, 5; Texas, 4; Virginia, 3; Washington, 2; Utah, 1; West Virginia, 1; Wisconsin, 2; Canal Zone, 1; *Canada*—Manitoba, 1; New Brunswick, 1; Ontario, 5; Quebec, 1; *Total*, 163.

Membership.—10,000.

Station Employees, Brotherhood of Railroad

Not affiliated to the American Federation of Labor.
Organized in Boston, Mass., in 1908.

Objects.—"The objects of this organization are: First, to exalt the character, protect the interest, and promote the social, moral, and intellectual conditions of its members, thereby insuring greater safety to the traveling public; second, to benefit our employers by raising the standard of efficiency of all railroad station employees; third, to use all honorable means to secure the passage of laws beneficial to railroad employees; fourth, to allow or admit no member to the brotherhood unless he lives a moral, sober life; fifth, to require all members to faithfully and honestly perform their duties to the best of their ability for the companies employing them."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Railroad passenger and freight stations.

Government.—1. The president is the chief executive officer, assisted by the grand division board of directors, composed of the first vice president and four other elected members.

2. Local unions: "All local divisions shall have the power to enact such local by-laws as they may deem necessary," subject to the approval of the general president.

3. Convention: Held biennially, elects general officers, enacts legislation. Constitutional amendment by initiative and convention. No referendum.

Qualifications for membership.—Any railroad-station employee who is sober, moral, and otherwise of good character, and over the age of 18, is eligible to membership," except persons on the pay roll of the police departments of the railroads. (Includes "freight and passenger station employees, foremen, checkers, receiving and delivery clerks, clerks, freight handlers, baggage-room employees, station force, janitors, callers, crossing tenders, fuel-station foremen, engineers, shovelers, and round-house employees.") Male and female membership.

Apprenticeship regulations.—No apprenticeship.

Agreements.—Negotiated by general boards of adjustment, composed of the chairmen of the local adjustment boards of all locals on a railroad system.

Benefits.—Strike.

Official organ.—The Station Employee.

Headquarters.—Olympia Building, Boston, Mass.

Organization.—Local divisions in Maine, Massachusetts, New Hampshire, New York, and Vermont. Number not reported.

Membership.—Not reported.

Street and Electric Railway Employees of America, Amalgamated Association of

Affiliated to the American Federation of Labor.
Organized in Indianapolis, Ind., September 15, 1892, as the Amalgamated Association of Street Railway Employees. With the spread

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of electric power for street railways, the name was changed in 1903 to Amalgamated Association of Street and Electric Railway Employees of America.

Objects.—"The objects of this association shall be * * * to place our occupation upon a higher plane of intelligence, efficiency, and skill; to encourage the formation in division associations of sick and death benefit funds in order that we may properly care for our sick and bury our dead; to establish schools of instruction for imparting practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employers and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of labor, and by all legal means to elevate our moral, intellectual, and social condition."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Street and electric railway service, "comprising motormen, conductors, guards, brakemen, trolleymen, street-railway transportation bus operators employed in connection with the operation of street railways, and all men operating cars and trains, all gatemen, watchmen, and wardens, all employees of the car houses and pit department, all employees of the track department, all collectors, janitors, watchmen, yard crews, elevator men, porters, clerks, and laborers."

Government.—1. General officers are: President, 14 vice presidents, treasurer, and a general executive board of 9 elected members.

The president "shall have supervision over the association as its chief executive officer and organizer."

The general executive board "shall review all audits of books by expert accountants * * * decide all points of law, grievances, and appeals * * * and shall have power to authorize strikes * * * and levy assessments."

2. Local divisions: Autonomous within limits of International Constitution.

3. Conventions: Held biennially; enacts legislation and elects general officers. Constitutional amendments by conventions. Referendum under certain stipulated conditions.

Qualification for membership.—"A candidate to be admitted must be of good moral character, in good and sound health, and a competent workman in his line of work. He must be working at the occupation in some capacity * * * at the time he applies." Male and female membership.

"No manager, superintendent, foreman, or other officer of a street and electric railway having the rules and regulations of the company to enforce over the employees can become a member." Members promoted to minor supervisory positions (starters, inspectors, etc.) may be retained or not at discretion of local divisions.

Apprenticeship regulations.—None.

Agreements.—Negotiated by local divisions through the executive board or a specially appointed wage committee, with individual street-car companies. If more than one division is employed by one company a joint agreement is negotiated by joint committees of all divisions concerned. Agreements are submitted to international president for approval.

Benefits.—Strike and lockout; death, total disability, and old age (all lump sums; disability and old-age benefit payable only to those in actual service); sick (by some locals).

Official organs.—The Motorman, Conductor, and Motor Coach Operator (monthly); the Union Leader (weekly).

Headquarters.—260 Vernor Highway East, Detroit, Mich.

Organization.—Locals only: *United States*—Alabama, 4; Arkansas, 3; California, 7; Colorado, 2; Connecticut, 13; Delaware, 1; District of Columbia, 1; Georgia, 4; Idaho, 1; Illinois, 23; Indiana, 6; Iowa, 12; Kansas, 4; Kentucky, 2; Louisiana, 3; Maine, 3; Maryland, 1; Massachusetts 21; Michigan 10; Mississippi, 1; Missouri, 5; Montana, 3; New Hampshire, 4; New Jersey, 11; New York, 27; North Carolina, 2; North Dakota, 1; Ohio, 24; Oklahoma, 3; Oregon, 2; Pennsylvania, 25; Rhode Island, 2; South Carolina, 1; South Dakota, 1; Tennessee, 2; Texas, 2; Utah, 2; Vermont, 1; Washington, 5; West Virginia, 5; Wisconsin, 4. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 1; New Brunswick, 1; Nova Scotia, 1; Ontario, 12; Quebec, 3; Saskatchewan, 2. *Total*, 280.

Membership.—100,000.

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Switchmen's Union of North America

Affiliated to the American Federation of Labor.

Organized in Kansas City, Mo., October 23, 1894; incorporated at Buffalo, N. Y., January 9, 1902. An "outlaw strike" in 1920 resulted in a dual organization of switchmen which functioned for two or three years. The membership of the dual organization, however, has been gradually reabsorbed by the parent body.

Objects.—"The objects of the Switchmen's Union are: First, benevolence; to unite and promote the general welfare and advance the interests—social, moral, and intellectual—of its members; benevolence, very needful in a calling as hazardous as ours, has led to the organization of this union. Second, hope, believing that it is for the best interests both of our members and their employers that a good understanding should exist at all times between them, it will be the constant endeavor of this union to establish mutual confidence and create and maintain harmonious relations between employer and employee. Third, protection, by kindly bearing with each other's weaknesses, aiding with our counsel distressed or erring brothers, and to exercise at all times its beneficial influence in the interests of right and justice, such are the aims and purposes of the Switchmen's Union of North America."

Territorial jurisdiction.—United States, Canada, and Mexico.

Trade jurisdiction.—Railroad yards; yardmasters, switchmen, switch tenders, towermen, and interlocking men.

Government.—1. Grand lodge officers are president, six vice presidents, secretary-treasurer, editor, and a board of directors composed of five elected members.

"The international president shall have general supervision" and the board of directors "shall have authority to define the policy of the union during the interim between conventions." The vice presidents are organizers.

2. Subordinate lodges: Limited autonomy; constitution dictated by grand lodge. By-laws for local government must be approved by general president.

3. Convention: Held triennially; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—Any white male person of good moral character who is actually engaged in railroad yards as covered by the jurisdiction is eligible to membership.

Agreements.—General adjustment committees composed of the chairmen of the several local adjustment committees on a system "shall negotiate with the officers of the company represented for the purpose of creating a closer relationship * * * to establish a uniform wage scale and mutual working rules for the benefit of the switchmen employed thereon."

General wage committee composed of the president and the chairman of the general adjustment committees controls general wage movements.

Benefits.—Life and disability insurance (membership compulsory for the physically qualified); funeral (for noninsured members).

Official organ.—Journal of the Switchmen's Union.

Headquarters.—3 Linwood Avenue, Buffalo, N. Y.

Organization.—Local unions only: *United States*—Alabama, 2; Arizona, 3; Arkansas, 4; California, 7; Colorado, 2; Connecticut, 1; Florida, 2; Georgia, 1; Idaho, 2; Illinois, 24; Indiana, 9; Iowa, 16; Kansas, 12; Kentucky, 2; Louisiana, 7; Massachusetts, 2; Michigan, 19; Minnesota, 11; Mississippi, 3; Missouri, 10; Montana, 11; Nebraska, 3; Nevada, 1; New Hampshire, 1; New Jersey, 4; New York, 16; North Dakota, 5; Ohio, 16; Oklahoma, 8; Oregon, 3; Pennsylvania, 15; South Dakota, 2; Tennessee, 4; Texas, 20; Utah, 3; Washington, 10; Wisconsin, 5; Wyoming, 1. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 5; Saskatchewan, 2. *Total*, 276.

Membership.—9,600.

Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in 1899 as the Team Drivers' International Union. A secession movement in 1901 resulted in the formation in Chicago of

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the Teamsters National Union. These organizations functioned separately until 1903, when they came together in a convention at Niagara Falls, N. Y., and formed the International Brotherhood of Teamsters. With the displacing of horses by automobiles, jurisdiction was extended to include chauffeurs and truck drivers and in 1909 the name of the organization was changed to International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers.

Objects.—"To organize under one banner all workmen engaged in the craft and to educate them to cooperate in every movement which tends to benefit the organization; to impress upon the teamsters and the public that a profitable teamster, chauffeur, or stableman must be honest, sober, intelligent, and naturally adapted to the business; to teach them to take advantage of their industrial position and to build up and perfect an impregnable labor organization; to improve the industry by increasing the efficiency of the service and creating a feeling of confidence and good will between employer and employee which will prevent a recurrence of the unnecessary conflicts which have arisen in the past and to cooperate and deal fairly and honestly with all employers who are willing to investigate and adjust difficulties which may arise, and to secure for the teamsters, chauffeurs, stablemen, and helpers reasonable hours, fair wages, and proper working conditions."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"This organization has jurisdiction over all teamsters and helpers, chauffeurs and helpers, stablemen and all who are employed on horses, harness, carriages or automobiles, in and around stables or garages."

Government.—1. General executive board composed of president, general secretary-treasurer, and seven vice presidents, is the controlling body. The president is the executive and administrative officer, with wide powers. The vice presidents comprise a trial board.

2. Joint councils: Joint councils are delegate bodies formed in cities having three or more locals, or in territories with three or more locals in small cities and towns. The local officers are the delegate members of the joint councils. "All local unions within the jurisdiction must affiliate, comply with its laws, and obey its orders."

3. Local unions: "Only one local of any craft chartered in any city." Each local union "shall have the right to make such by-laws as it may deem advisable, provided they do not conflict with the laws of the international unions."

4. Convention: Held every five years; enacts legislation, elects general officers, revises constitution. No referendum.

Qualifications for membership.—All team drivers, chauffeurs, stablemen, and helpers who load and unload wagons and automobiles are eligible to membership. "No person shall be entitled to membership in this organization who owns or operates more than one team or vehicle."

Agreements.—Negotiated by local unions with the approval of the general president. In large centers agreements are generally made with organized employers.

Benefits.—Strike.

Official organ.—Official Journal of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers.

Headquarters.—222 East Michigan Street, Indianapolis, Ind.

Organization.—Local unions only; in large centers locals are divided according to the kind of service, as laundry drivers, bakery wagon drivers, taxicab drivers, etc.: *United States*—Alabama, 1; Arizona, 1; California, 32; Colorado, 4; District of Columbia, 5; Georgia, 1; Illinois, 99; Indiana, 12; Iowa, 6; Kansas, 1; Louisiana, 3; Maine, 1; Maryland, 1; Massachusetts, 20; Michigan, 6; Minnesota, 10; Missouri, 19; Montana, 6; New Jersey, 13; New York, 30; Nevada, 1; North Carolina, 2; North Dakota, 1; Ohio, 32; Oklahoma, 1; Oregon, 6; Pennsylvania, 16; Rhode Island, 2; South Carolina, 1; Texas, 2; Utah, 1; Vermont, 1; Virginia, 2; Washington, 15; Wisconsin, 9; Wyoming, 3; Canal Zone, 1. *Canada*—Alberta, 2; British Columbia, 3; Manitoba, 1; Nova Scotia, 1; Ontario, 1; Saskatchewan, 1. *Total*, 376.

Membership.—100,000.

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Telegraphers, Order of Railroad

Affiliated to the American Federation of Labor.

Organized at Cedar Rapids, Iowa, on June 9, 1886, as the Order of Railway Telegraphers of North America. The present title was adopted several years later. The order was a benevolent and fraternal society until 1891 when it dropped its "no strike" law and became a labor union.

Objects.—"For the protection of their [telegraphers'] interests, to elevate their social, moral, and intellectual condition; to promote the general welfare of its membership; to establish a protective fund; and to promote and encourage a mutual-benefit department for the aid and comfort of the beneficiaries of deceased members."

Territorial jurisdiction.—United States and possessions, Canada, Mexico, "and other countries of the world."

Trade jurisdiction.—Railroad telegraphers, train dispatchers, agents located at railroad stations, line repairers, towermen, lever men, interlockers, tower and train directors, telephone operators, block operators, and staffmen.

Government.—1. General officers are president, secretary-treasurer, six vice presidents, and a board of directors of five elected members.

The board of directors exercises administrative and appellate jurisdiction over the order. The president is the chief executive officer, subject to the board of directors.

2. Local divisions: Subordinate; constitution and by-laws fixed by general division.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention only. No referendum.

Qualifications for membership.—Any white person of good moral character who is actually employed on a railroad in a capacity covered by the jurisdiction is eligible to membership. Male and female membership.

Apprenticeship.—None.

Agreements.—Negotiated by general committee, composed of chairmen of boards of adjustment of local divisions on each system, with individual railroads. Contracts subject to approval of general president. Adjustment committees on the various roads act independently in negotiations, but policies are frequently determined by the national organization.

Benefits.—Life insurance.

Official organ.—The Railroad Telegrapher.

Headquarters.—3673 West Pine Boulevard, St. Louis, Mo.

Organization.—The unit of organization is a railroad system. Telegraphers on any given road hold membership in the division controlling that road, no matter where located. Members not regularly attached to any road or any given locality hold membership at large in grand division.

There are 122 systems divisions, of which 10 cover Canadian railroads, 1 covers the Panama Railroad, and 1 (Division No. 89) the Boston Elevated.

Membership.—65,000.

Train Dispatchers' Association, American

Not affiliated to the American Federation of Labor.

Organized November 1, 1917, at Spokane, Wash. Incorporated. The Association began as a local organization of train dispatchers at Spokane, Wash., and developed into the Western Train Dispatchers' Association. At a convention held in 1918, the name was changed to American Train Dispatchers' Association. Two years later headquarters were moved from Spokane to Chicago, where the organization now occupies its own building.

Objects.—"The purpose of this association shall be to unite train dispatchers in one fraternal organization to the end that there may be coordination in the protection of their mutual interests; to promote their social, moral, and intellectual standing and general welfare; to secure just compensation for their

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services and promote the establishment of just and reasonable working conditions."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Train dispatching on steam and electric railroads.

Government.—1. Executive board, composed of president, secretary-treasurer, three vice presidents, and a board of trustees of three elected members, "shall in a general way perform the executive and administrative functions of the association." The president is the administrative head, with supervisory powers over its "work and policies."

2. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention vote. Convention (called general assembly) open to entire membership, but only delegates may vote.

3. Local assembly: "Local assemblies for the purpose of promoting the welfare of the association and its members may be formed with the consent of the president, provided that such local assemblies shall exercise no authority or powers which by this constitution are delegated to other agencies."

Qualifications for membership.—Any train dispatcher, white, of good moral character and over 21 years of age, is eligible to membership.

Agreements.—Negotiated by the systems committee, which is composed of the chairman of the committees selected by the unit of organization; i. e., all members working under one general manager or "similar officer in charge of operation."

Benefits.—Fund for widows and orphans (beneficiaries of members).

Official organ.—The Train Dispatcher.

Headquarters.—10 East Huron Street, Chicago, Ill.

Organization.—General membership organization. Local assemblies maintained at Birmingham, Chicago, Cleveland, Fort Worth, Los Angeles, Minneapolis, New York, Pittsburgh, Omaha, Seattle, Spokane, and St. Paul.

Membership.—4,357.

Trainmen, Brotherhood of Railroad

Not affiliated to the American Federation of Labor.

Organized at Oneonta, N. Y., September 23, 1883, as Brotherhood of Railroad Brakemen of the Western Hemisphere. This name was changed in 1886 to Brotherhood of Railroad Brakemen, which in turn became, in 1899, the Brotherhood of Railroad Trainmen.

Objects.—"To unite the railroad trainmen; to promote their general welfare and advance their interests, social, moral, and intellectual; to protect their families by the exercise of a systematic benevolence, very needful in a calling so hazardous as ours, this fraternity has been organized.

"Persuaded that it is for the interests both of our members and their employers that a good understanding should at all times exist between the two, it will be the constant endeavor of this organization to establish mutual confidence, and create and maintain harmonious relations."—(Preamble to the constitution.)

Territorial jurisdiction.—United States, Canada, and Newfoundland.

Trade jurisdiction.—"The term 'railroad trainmen' shall be held to cover the following occupations:

"In road service: Conductor, assistant conductor, ticket collector, train baggageman, or persons performing the duties of train baggageman on the train if such service is classified under any other name, brakeman and train flagman.

"In yard service: Yardmaster, assistant yardmaster, yard conductor, foreman, flagman, brakeman, switchman, ground switchman (switch tender) or persons performing the duties of such positions and paid the compensation therefor, if occupation is given under any other name.

"Train or yard men working on surface electrical railways who come in contact and work with the men employed on steam railways and are subject to and governed by the rules and regulations of the operating department which govern the steam railway employees."

Government.—1. Grand lodge: President, assistant to the president, 10 vice presidents, general secretary-treasurer, board of directors, board of trustees, beneficiary board, insurance board, executive board, and board of appeals.

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"The president shall * * * perform its (grand lodge) executive duties when the same is not in session and shall exercise a general supervision over the affairs of the brotherhood." The board of directors is the advisory and coordinate administrative body. The executive board is a trial board.

2. Subordinate lodges: Autonomy closely limited; constitution dictated by grand lodge. May make own by-laws subject to approval of the president.

3. Convention: Meets triennially; elects general officers, legislates for brotherhood. Referendum only in specified instances. Constitutional amendments by convention only.

Qualifications for membership.—Any white male between the ages of 18 and 45, who is "sober and industrious" and who has been employed for at least one month as a railroad trainman within the expressed meaning of the term, and who passes the required physical examination, is eligible to membership.

Agreements.—General grievance committees composed of the chairman of the local grievance committees, where three or more such locals exist on any line or system. Boards of adjustment composed of the chairmen of the general grievance committees where there are three or more on any line or system of railroad having two or more general managers. General committees, which are associations of the committees within given districts, established "for the purpose of carrying on concerted movements as to wages and other important general working conditions of the brotherhood." Districts are: No. 1, composed of all territory lying west of and including the southern lines of the Illinois Central Railroad, and lying on the west side of Lake Michigan, and south of Lake Superior, and northwest of a line laid through Sault Ste. Marie, Mich., and shall be bounded on the south side by the Mexican border; No. 2, composed of the territory east of the aforementioned line, and north of the lines of the Chesapeake & Ohio Railway; No. 3, the territory south of and including the Chesapeake & Ohio Railway and as far west as the Illinois Central line mentioned as the boundary of District No. 1; No. 4, the yards of all roads in the Chicago Switching District and the Indiana Harbor Belt Railroad.

Benefits.—Life insurance (contributory); total disability (contributory); funeral (for nonbeneficiary members); hospital and home treatment for tubercular members (contributory); pension, and widow's pension (optional); strike; sick (local), home for aged and disabled.

Official organ.—The Railroad Trainman.

Headquarters.—Brotherhood of Railroad Trainmen Building, Cleveland, Ohio.

Organization.—Local lodges: *United States*—Alabama, 7; Arizona, 5; Arkansas, 10; California, 25; Colorado, 14; Connecticut, 9; Delaware, 3; District of Columbia, 3; Florida, 8; Georgia, 13; Idaho, 3; Illinois, 58; Indiana, 27; Iowa, 32; Kansas, 25; Kentucky, 14; Louisiana, 9; Maine, 7; Maryland, 9; Massachusetts, 26; Michigan, 26; Minnesota, 24; Mississippi, 9; Missouri, 32; Montana, 15; Nebraska, 14; Nevada, 3; New Hampshire, 4; New Jersey, 28; New Mexico, 8; New York, 57; North Carolina, 10; North Dakota, 7; Ohio, 61; Oklahoma, 14; Oregon, 4; Pennsylvania, 104; Rhode Island, 2; South Carolina, 5; South Dakota, 6; Tennessee, 14; Texas, 42; Utah, 5; Vermont, 7; Virginia, 16; Washington, 13; West Virginia, 20; Wisconsin, 20; Wyoming, 5. *Canada*—Alberta, 8; British Columbia, 8; Manitoba, 8; New Brunswick, 7; Nova Scotia, 7; Ontario, 36; Quebec, 14; Saskatchewan, 8. *Newfoundland*, 1. *Total*, 979.

Membership.—183,906.

Trainmen, Association of Colored Railway

Not affiliated to the American Federation of Labor.

Organized February 17, 1912, at Knoxville, Tenn. Reorganized and incorporated under the laws of Tennessee on February 27, 1918.

Objects.—"To unite the colored railway employees, to extend their interests and promote their general welfare, to provide aid and assistance to their families, to use legitimate and lawful means of harmonizing and rectifying differences between members of the association and employers."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Railway brakemen, switchmen, and train porters.

Government.—1. Grand lodge officers: President, two vice presidents, secretary-treasurer, organizer, board of trustees of three members, and an executive board of three members. The president is the executive head of the organiza-

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tion, under the general direction of the board of trustees. The executive board is a trial board.

2. Subordinate lodges: Controlled by grand lodge; constitution and by-laws uniform and imposed by general organization.

3. Convention: Held annually, enacts legislation, elects general officers. Amendments to general constitution and subordinate constitution by convention vote only.

Qualifications for membership.—Any colored railway employee serving as switchman, brakeman, or train porter, who is "a sober industrious male," is eligible to membership.

"This organization will accept for membership men minus one arm or one leg as long as they are railway employees in such capacity as switch tender, baggage-room porter, crossing flagman, or call boy, and they must be ex-railway brakemen, switchmen, or train porters."

Benefits.—Funeral.

Official organ.—None.

Headquarters.—827 Reddy Street, Baton Rouge, La. (variable).

Organization.—Locals only: Alabama, 6; Arkansas, 2; Colorado, 2; Florida, 2; Georgia, 3; Illinois, 1; Kentucky, 3; Louisiana, 6; Mississippi, 6; Missouri, 1; New Mexico, 1; North Carolina, 4; South Carolina, 4; Tennessee, 7; Texas, 6; Virginia, 4; West Virginia, 2. *Total*, 60.

Membership.—3,000.

Yardmasters of America, Railroad

Not affiliated to the American Federation of Labor.

Organized in Cincinnati, Ohio, December 2, 1918. It is a consolidation of several organizations of yardmasters which were formed during 1918, some of which were national and others local in character. The national organizations were the National Association of Yardmasters, with headquarters in Milwaukee, The Railway Yardmasters of America, in New York City, and the United Yard Masters' Association, located at Duluth, Minn. These separate unions, together with local organizations in Rock Island, Ill., Detroit, Mich., St. Louis, Mo., and Columbus, Ohio, amalgamated to form the Railroad Yardmasters of America.

A secession movement in 1924 removed the membership of the New York Central lines and resulted in the formation of a dual organization known as the Railroad Yardmasters of North America.

Objects.—"To improve and maintain at the highest possible level the working conditions and remuneration of yardmasters and station masters. This will consist in the universal establishment of the eight-hour day; a rest period of one day in seven; and a vacation period of at least two weeks each year, together with a wage that will be a just measure of the importance of their position in the transportation world."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—General yardmasters, assistant general yardmasters, yardmasters, assistant yardmasters, station masters.

Government.—1. General officers: President, secretary-treasurer, five vice presidents, and an executive board of five members.

2. System divisions: "System divisions may set up such by-laws for their government as may to them seem proper, provided such by-laws do not conflict" with the general constitution.

3. Convention: Held annually, enacts legislation and elects general officers.

Qualifications for membership.—Any male white person of good moral character actually employed within the defined jurisdiction is eligible to membership.

Agreements.—Negotiated by committees on various systems.

Benefits.—The Mutual Aid Department of the organization wires $200 to the beneficiary of members immediately at time of death.

Official organ.—The Railroad Yardmaster.

Headquarters.—First National Bank Building, Columbus, Ohio.

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Organization.—System divisions only: Southern Pacific; Louisville & Nashville; Baltimore & Ohio; Erie; Chesapeake & Ohio; Gulf Coast; International Great Northern; Texas & Pacific; Fort Worth & Denver City; Missouri Pacific; Southern Railway; Spokane, Portland & Seattle; Northern Pacific; Wabash; Kansas City Terminal; Missouri Central; Western Maryland; Richmond, Fredericksburg & Potomac; Central Vermont; New York, New Haven & Hartford; Boston & Maine; Frisco; Minnesota Transfer; Florida East Coast; Jacksonville Terminal; Atlantic Coast Line; Seaboard Air Line; Chicago, St. Paul, Minneapolis & Omaha; Minneapolis & St. Louis; Pere Marquette and Grand Trunk Western.

Membership.—4,000

Yardmasters of North America, Railroad

Not affiliated to the American Federation of Labor.

Organized and incorporated in Buffalo, N. Y., January 10, 1925, by secession from the Railroad Yardmasters of America.

Objects.—"To unite the yardmasters and station masters employed on the various railroads of the United States and Canada for the purpose of protecting their interests and promoting their general welfare, to maintain and improve the living and working conditions of said yardmasters and station masters, to encourage a spirit of cooperation between said yardmasters and station masters, to encourage thrift and the safe investment of the earnings of its members, and disseminate information regarding the same among its members; to provide through duly organized insurance companies, or by other legal method, protection for its members and their families; to organize subordinate branches in accordance with the constitution and by-laws of this corporation; to acquire, hold, lease, mortgage, and sell real property, to carry out the purposes of this corporation; to do all and everything necessary and not inconsistent with any law to promote the welfare and best interests of its members."

Territorial jurisdiction.—North America.

Trade jurisdiction.—Railroad yards.

Government.—1. Board of directors of 15 members has general supervisory control. "It shall be the duty of the board of directors to provide suitable by-laws, rules, and regulations for the organization and for conducting the affairs in subordinate branches in such localities as the board of directors may determine."

General officers: President, vice president, secretary, and treasurer, elected by the board of directors.

2. Branches: Subordinate; constitution and by-laws imposed by general organization.

3. Convention: Held annually on call of board of directors. Elects members of the board of directors. Constitutional amendments by convention only.

Qualifications for membership.—Any male white person "of good moral character" actually employed as general yardmaster, assistant general yardmaster, yardmaster, or station master, is eligible to membership.

Apprentice regulations.—None.

Agreements.—Negotiated by systems committees with the advice of the board of directors

Benefits.—Group insurance covering death and total disability.

Official organ.—Railroad Yardmasters' Magazine.

Headquarters.—Liberty Bank Building, Buffalo, N. Y.

Organization.—Branches only: California, 1; Illinois, 5; Indiana, 4; Michigan, 1; New Jersey, 3; New York, 5; Ohio, 5; Pennsylvania, 3 *Total*, 27.

Membership.—Not reported.

Engineers' Beneficial Association of the United States of America, National Marine

Not affiliated to the American Federation of Labor.

In 1864 marine engineers from Buffalo, Cleveland, and Detroit met in Cleveland and organized the International Association of Engineers. Representatives of this organization met again in Cleve-

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land in 1875 with representatives of the engineers of Baltimore, Chicago, and St. Louis. On February 23, 1875, they formed the National Marine Engineers' Beneficial Association of the United States of America.

In 1886 the engineers on the Great Lakes withdrew and formed the Brotherhood of Lake Engineers, but four years later they reaffiliated with the parent body.

The organization affiliated to the American Federation of Labor in 1918, but withdrew in 1923 because of the stand of the American Federation of Labor on ship subsidy. At the 1924 convention of the American Federation of Labor jurisdiction over marine engineers was granted to the Steam and Operating Engineers, an affiliated organization.

Secession movements within the National Marine Engineers' organization have resulted in the creation of two other bodies—the American Society of Marine Engineers (California) and the Ocean Association of Marine Engineers (New York).

Objects.—"The objects and purposes of this association shall be to elevate and maintain the rights of the craft, advance and safeguard the economic and working conditions of marine engineers under its jurisdiction, and otherwise labor for their better protection and advancement."

Territorial jurisdiction.—United States; territory divided into jurisdictional districts as follows: "Gulf coast district, all associations on the Gulf of Mexico; Atlantic coast district, all associations on the Atlantic coast and rivers, bays, and sounds of the same; Great Lakes district, all associations on the Great Lakes and bays, rivers, and harbors of same; Capital Rivers district, all associations on the western and southern rivers; Pacific coast district, all associations located in the United States territory on the Pacific coast, rivers, sounds, and bays thereof, and west of same."

Trade jurisdiction.—United States licensed or commissioned marine engineers on vessels, boats, barges, scows, or any other craft flying the American flag, propelled by steam, gas, oil, electricity, or machinery of any kind.

Government.—1. General officers are president, three vice presidents, secretary-treasurer, and an executive board of five elected members, one from each territorial district.

Executive board is the administrative body with the president as the chief executive officer and organizer. Executive board is also a trial board.

Each district under the control of a deputy appointed by the president.

2. Local associations: Subordinate; constitution dictated by national association, but "each subordinate association has the inherent right to make by-laws and regulations for its own government and concerns not inconsistent with or prohibited by the constitution, laws, and regulations of the national association."

3. Convention: Held annually; elects general officers. Constitutional amendments and general legislation by referendum.

Qualifications for membership.—"Membership is limited to those licensed as engineers of vessels of over 10 tons by the United States Steamboat Inspection Service, those commissioned by the United States in the Navy or United States Coast Guard Service for engineering duty, and those holding United States engineers' license of motor boats of 100 tons or over." Members must be or become American citizens.

Agreements.—Agreement covering United States Fleet negotiated by the national executive board and the United States Shipping Board. Great Lakes agreement by the lakes executive committee and operating lines with approval of the general executive board.

Benefits.—At option of local associations.

Official organ.—The American Marine Engineer.

Headquarters.—Machinists' Building, Washington, D. C.

Organization.—Districts: Gulf coast; Atlantic coast; Great Lakes; Capital Rivers; Pacific coast.

Local associations: Alabama, 1; California, 2; Connecticut, 2; District of Columbia, 1; Florida, 3; Georgia, 1; Illinois, 2; Indiana, 2; Kentucky, 1;

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Louisiana, 1; Maine, 2; Maryland, 1; Massachusetts, 1; Michigan, 8; Minnesota, 1; Mississippi, 2; Missouri, 1; New York, 7; North Carolina, 1; Ohio, 4; Oregon, 2; Pennsylvania, 3; South Carolina, 1; Tennessee, 1; Texas, 1; Virginia, 1; Washington, 1; West Virginia, 1; Wisconsin, 4; Canal Zone, 1; Hawaiian Territory, 1. *Total*, 61.

Membership.—10,000.

Engineers, Ocean Association of Marine

Not affiliated to the American Federation of Labor.

Organized in June, 1916, as Local No. 66 of the National Marine Engineers Beneficial Association, embracing the engineers on ocean-going vessels. A year later the ocean-going engineers withdrew from the parent body and organized the Ocean Association of Marine Engineers. Incorporated in New York State February 19, 1918, it continued in operation as an independent organization until 1919, when it again joined the National Marine Engineers Beneficial Association. Withdrawing again in 1922 they re-formed the Ocean Association of Marine Engineers and have continued a separate existence since that time.

Objects.—"To increase the wages and improve the working conditions and to render whatever assistance may be necessary to members in questions of contracts and shipping articles between members and the shipping commissioner or owner."

Territorial jurisdiction.—Atlantic seaboard.

Trade jurisdiction.—Licensed United States marine and Diesel engineers.

Government.—Board of directors of five members, president, and three vice presidents. One vice president for each branch of the craft; that is, Diesel, shore, and steam. The board of directors appoints all paid officers of the organization. Secretary is the executive head.

Qualifications for membership.—All licensed marine engineers on ocean steamships, operators of Diesel engines are eligible to membership.

Agreements.—Negotiated by the board of directors.

Benefits.—None.

Official organ.—None.

Headquarters.—15 Whitehall Street, New York City, N. Y.

Organization.—General membership. No local unions.

Membership.—1,500.

Longshoremen's Association, International

Affiliated to the American Federation of Labor.

Organized in Detroit, Mich., August 27, 1892, as the Lumber Handlers of the Great Lakes. With the object in view of organizing all men engaged in longshore work, the name was changed in 1893 to National Longshoremen's Association of the United States. The next year jurisdiction was extended to Canada and it became the International Longshoremen's Association. In 1902 the organization attempted another extension of jurisdiction to include all marine workers and added marine and transport workers to the name of the organization. This move, however, resulted in a long-fought contest with the International Seamen's Union. The extended jurisdiction was never recognized by the American Federation of Labor and several years later the longshoremen relinquished jurisdictional claims over the marine and transport workers and reverted to their original recognized title.

Objects.—"To associate ourselves together for an association of effort and more extended action in behalf of our own rights and interests."

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Territorial jurisdiction.—United States and possessions, Canada, Central and South America.

Trade jurisdiction.—Longshore work, which shall be construed to mean work in the direct operation of loading and unloading all floating structures on the Great Lakes, rivers, and seacoasts in the United States, Canada, Central and South America and the United States possessions, covering all commodities in transit; the loading and unloading of all railroad cars on docks, piers, or in marine warehouses, whether direct to ship or car or whether for assembling of cargoes; all work done in or about all grain elevators, boats, stationary or floating; all work done in cotton compresses and cotton warehouses located in the several ports."

Government.—1. "The powers of this international association shall be executive, legislative and judicial, and shall have full and final jurisdiction over all locals. * * * All executive and judicial powers of the association when not in session shall be vested in the executive council or majority thereof; which council shall consist of president, 15 vice presidents, and secretary-treasurer." Of the 15 vice presidents, 5 shall represent the Atlantic coast division (1 of whom must be located in the Canadian Maritime Provinces); 4, the South and Gulf coast district; 4, the Great Lakes district; and 2, the Pacific coast district (1 of whom must be from British Columbia).

"All legislative powers shall be reserved in the international duly convened in session, * * * and shall extend to every case of legislation not delegated or reserved to locals."

2. Local district council: "Whenever there are two or more locals in any port or vicinity thereto they shall form a district council in order properly to discuss local conditions and adjust grievances that may arise from time to time." Locals must affiliate. Duly chartered district councils "have full jurisdiction over affiliated locals, subject to final appeal to the international."

3. Local unions: "A local union may make its own by-laws, provided they in no way conflict with the constitution of the international." The international concedes to locals "full power to regulate their own wages, whether by the hour, by the thousand, by the ton, or otherwise."

4. Convention: Meets quadrennially; elects officers, enacts legislation. Constitutional amendments by convention only. No referendum.

Qualifications for membership.—Any competent worker within the jurisdiction is eligible to membership.

Apprenticeship regulations.—None.

Agreements.—International representatives negotiate separate agreements for different jurisdictions. The New York agreement covers North Atlantic ports; Galveston agreement covers Texas ports; New Orleans agreement covers other Gulf ports; Great Lakes ports covered by a number of separate agreements.

Benefits.—Strike.

Official organ.—The Longshoremen's Journal (semiannual).

Headquarters.—Room 1020 Gerrans Building, Buffalo, N. Y.

Organization.—Jursdiction divided into four geographical districts: Atlantic Coast, Great Lakes, Pacific Coast, and South Atlantic and Gulf Coast.

Atlantic Coast district locals: Maine, 4; Maryland, 5; Massachusetts, 8; New Brunswick, Canada, 4; New Jersey, 10; Port of New York, 31; Nova Scotia, 2; Port of Philadelphia, 2; and Virginia, 9.

Great Lakes district locals: Illinois, 6; Michigan, 19; Minnesota, 5; New York, 17; Ohio, 19; Ontario, 4; Pennsylvania, 4; Wisconsin, 10.

Pacific Coast district locals: British Columbia, 2; California, 1; Oregon, 2; Washington, 6.

South Atlantic and Gulf Coast district locals: Florida, 4; Louisiana, 9; Mississippi, 2; Porto Rico, 1; South Carolina, 1; Texas, 24; and Virgin Islands, 1. *Total*, 212 locals.

District councils: Baltimore, Md.; Boston, Mass.; Mobile, Ala.; Newport News, Norfolk, and Portsmouth, Va.; New York City; New Orleans, La.; Pascagoula and Gulfport, Miss.; Pensacola, Fla.; Porto Rico; Savannah, Ga.; Beaumont, Corpus Christi, Galveston, Houston and Texas City, Texas; and St. John, New Brunswick.

Membership.—40,000.

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Masters, Mates, and Pilots of America, National Organization

Affiliated to the American Federation of Labor.

Organized in New York City in 1887, incorporated under the laws of the State of New York as the American Brotherhood of Steamboat Pilots. In 1891 the scope was widened to include captains, and the organization reincorporated on April 3, 1891, as the American Association of Masters and Pilots of Steam Vessels. In 1905 it became the American Association of Masters, Mates, and Pilots, with jurisdiction covering all three grades, and in 1916 the present title, National Organization Masters, Mates, and Pilots of America was adopted.

Objects.—"The regulation of matters pertaining to our crafts, the elevation of their standing as such, and their character as men."

Territorial jurisdiction.—United States and Panama.

Trade jurisdiction.—Officially licensed masters, mates, and pilots of lake, bay, river, and ocean steamers and sailing vessels, and operators of motor boats.

Government.—1. Executive committee, composed of president, six vice presidents, one of whom must be a member of the apprentice organization and known as the apprentice vice president, secretary, treasurer, and three trustees, "shall, between the sessions of the national organization, have and be clothed with all powers." The president is the chief administrative officer.

2. Subordinate associations: Controlled by constitution and regulations of national.

3. Conventions: Held annually; elects general officers, enacts legislation; constitutional amendments by convention only. No referendum.

Qualifications for membership.—Any white person of good moral character, "in sound health, and a firm believer in God, the Creator of the Universe," holding a United States license and with two years' experience "on water craft" is eligible to membership.

Apprenticeship regulations.—Any male white person 16 years of age and over, having had three years' experience in the deck department on any inland water vessel is eligible to membership in the apprentice organization. Apprentices transferred to membership in parent body upon acquiring Government licenses.

Agreements.—National agreement negotiated by national executive committee with the United States Shipping Board covers deck officers on ocean and coastwise ships operated by the United States Shipping Board and its agents. No other ocean or coastwise agreements.

Agreements covering Great Lakes shipping negotiated by lakes business manager and a committee composed of two members from each of the locals on the Lakes. Agreements covering harbors, bays, sounds, and rivers negotiated locally by union having immediate jurisdiction.

Benefits.—None nationally; local sick and death; some locals maintain an emergency fund for widows of members.

Official organ.—None.

Organization.—Locals only: Alabama, 1; California, 1; Connecticut, 1; Georgia, 1; Illinois, 1; Indiana, 1; Louisiana, 1; Maryland, 1; Michigan, 1; New Jersey, 2; New York, 5; Ohio, 1; Oregon, 1; Pennsylvania, 2; Rhode Island, 1; South Carolina, 1; Texas, 1; Virginia, 1; West Virginia, 1; Wisconsin, 1; Canal Zone, 2.

Apprentice locals, separate organizations chartered by the parent organization, which must be composed of men working on boats navigating inland waters. New York, 1. *Total*, 29.

Membership.—10,000.

Neptune Association

Not affiliated to the American Federation of Labor.

Incorporated in New York City, March 21, 1912.

Objects.—"The object and purpose of this association is to unite into one great body the licensed masters and mates of ocean and coastwise vessels and

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thus enable them to demand and obtain a voice in the making of laws and regulations under which they are governed; to improve the condition and status of the profession generally; to furnish assistance in professional matters and at the same time to promote cordial relations with employers."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Licensed deck officers on vessels.

Government.—1. Executive committee composed of president, two vice presidents, secretary-treasurer, and a board of trustees of five members is the governing body. President is the chief executive officer.

2. Branches: Subordinate; under jurisdiction of general organization.

3. Convention: Annual. Elects general officers. Constitutional amendments by referendum vote only.

Qualifications for membership.—Any white person of good moral character who is licensed as a master or mate on ocean or coastwise vessels by the United States Steamboat Inspection Service is eligible to membership.

Agreements.—Negotiated by the executive committee. Wage scales determined by a special elected committee and approved by a 60 per cent vote of the members.

Benefits.—None.

Official organ.—The Neptune Log.

Headquarters.—82 Broad Street, New York City, N. Y.

Organization.—General membership organization, with branches in New York, Mobile, Galveston, and New Orleans.

Membership.—3,000.

Seamen's Union of America, International

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., April 22, 1892. Seamen on the Great Lakes had a union in 1863; marine organization on the Pacific coast began in 1883 and on the Atlantic coast in 1888. The unions thus formed functioned as independent, unrelated locals until 1892, when at the call of the Sailors' Union of the Pacific, a convention was held in Chicago. It was attended by seven seamen, representing the Pacific coast, the Gulf coast, and the Great Lakes. The Atlantic coast unions, while sympathetic to the movement, had not sufficient funds to send delegates to the conference. This meeting resulted in the establishment of the National Seamen's Union. In 1893 this organization affiliated with the American Federation of Labor and in 1895 changed its name to the International Seamen's Union of America.

Objects.—"Recognizing that organization is the only means by which the seamen may hope for the amelioration and final emancipation from the many evils attending their calling, and for the purpose of furthering organization, strengthening it where it already exists, and bringing into close fraternal relations the component parts of our calling, we have organized the International Seamen's Union of America."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"Bona fide seamen" of the three departments on shipboard (deck, engine room and steward's) and fishermen.

Government.—1. Executive board, composed of president, seven vice presidents, secretary-treasurer and editor.

2. District and local unions, which may adopt constitutions and laws not inconsistent with those of the International Union.

3. Convention. Held annually, legislates and elects general officers. Constitutional amendments by convention or by convention and referendum.

Qualifications for membership.—"Bona fide seamen other than licensed officers working as such, and fishermen, all of whom must be eligible to become citizens of these United States."

Agreements.—Negotiated by the international union, the territorial districts, or the local unions.

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Benefits.—Strike and lockout. (Death and shipwreck benefits by district and local unions.)

Official organ.—Seamen's Journal.

Headquarters.—623 South Wabash Avenue, Chicago, Ill.

Organization.—Districts: Pacific district consists of all locals on the Pacific coast; Atlantic District consists of all locals on the Atlantic and Gulf coasts; Great Lakes District consists of all locals on the Great Lakes.

Local branches: Sailors, 21; marine firemen, oilers, watertenders, etc, 18; cooks and stewards, 17; fishermen, 15; ferry and harbor boatmen, etc., 2. *United States*—Alabama, 2; California, 10; Illinois, 3; Louisiana, 4; Maryland, 3; Massachusetts, 5; Michigan, 3; New York, 8; Ohio, 3; Oregon, 5; Pennsylvania, 2; Rhode Island, 3; Texas, 6; Virginia, 3; Washington, 7; Wisconsin, 3; Alaska, 2. *Canada*, 1. *Total*, 73.

Membership.—18,000.

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MINING, OIL, AND LUMBER

UNTIL 1928 coal mining was under the exclusive jurisdiction of the United Mine Workers of America, an industrial union which is the largest labor organization in the United States. Secession followed the strike of 1927, however, and resulted in the formation of the National Miners' Union in September, 1928.

In the field of metal mining, such organization as is in opposition to the affiliated union, the International Union of Mine, Mill, and Smelter Workers, comes from the mining branch of the Industrial Workers of the World. Like the United Mine Workers, the International Union of Mine, Mill, and Smelter Workers is an industrial union, covering all workers "in and about the mines." It was formerly the Western Federation of Miners, a radical organization which held various affiliations, having at one time withdrawn from the American Federation of Labor and identified itself with the Industrial Workers of the World. After a reorganization along conservative lines it returned to the American Federation of Labor and dropped its old title. With the adoption of the new name, it also extended its jurisdiction to smelters, refineries, and blast furnaces.

Timber workers are variously organized in branches of the Industrial Workers of the World, in local unions directly affiliated to the American Federation of Labor, and in the Loyal Legion of Loggers and Lumbermen. The last mentioned is an independent organization composed of both workers and employers in logging and lumber manufacture. It was organized in 1917 and confines its activities to Oregon, Washington, and Idaho. There was at one time an American Federation of Labor union in this jurisdiction, the International Union of Timber Workers. It collapsed as an international, however, and such of the field as is controlled by the American Federation of Labor is organized in local unions chartered by the federation.

A small organization of oil-well workers was founded in 1917 and affiliated to the American Federation of Labor as the International Association of Oil Field, Gas Well, and Refinery Workers of America.

Quarry workers are organized in the Quarry Workers' International Union, an affiliated union.

Affiliated to the American Federation of Labor:	Page
Mine, Mill, and Smelter Workers, International Union of	109
Mine Workers of America, United	111
Oil Field, Gas Well, and Refinery Workers of America, International Association of	112
Quarry Workers' International Union (classified under Glass, Clay and Stone)	172
Sawmill Workers and Woodsmen (American Federation of Labor locals)	7
Independent organizations:	
Loggers and Lumbermen, Loyal Legion of	108
Miners' Union, National	3, 107

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Loggers and Lumbermen, Loyal Legion of

Not affiliated to the American Federation of Labor.

Organized in 1917. The Loyal Legion of Loggers and Lumbermen (Four L) is not strictly a labor union, as its membership includes employers as well as workers in the lumber industry. It originated in 1917 as a war measure. It was organized and fostered by Army officers and employers primarily to expedite spruce production for airplane manufacture and secondarily to combat the influence of the Industrial Workers of the World in logging and lumber camps. During the war it was quasi-military in character, and was under the direction of high commissioned officers of the United States Army.

The degree of success attained in keeping up production and acceptable working conditions during the war period and the firm footing which the organization and, through it, the 8-hour day had gained in the industry determined the issue raised after the armistice—Shall the Four L continue? That question was affirmatively decided with practical unanimity at two conventions held in December, 1918, and reorganization followed.

Objects.—"(*a*) To establish an organization to which both employee and employer may belong and in which they may meet on common ground; (*b*) to maintain the basic 8-hour day: (*c*) to insure just wages to the employee and efficient service to the employer; (*d*) to improve living and working conditions in camps and mills; (*e*) to provide employment service; (*f*) to provide means for the amicable adjustment, on the job, of all differences between employer and employee and for the development of their mutual interests and friendly personal relations; (*g*) to furnish trade information to its members by means of publications, circulars, and other forms of communication; (*h*) to promote matters of local public welfare in its various communities; (*i*) to promote education and recreation in camps and mills; (*j*) to encourage, and to provide when feasible, cooperative hospital, medical, and insurance aid to members and their families; (*k*) to cooperate with legislative bodies for the improvement of accident and insurance laws; (*l*) to develop loyalty to the United States, its laws, institutions, and flag."

Territorial jurisdiction.—The lumber districts of Oregon, Washington, Idaho, California, and Montana.

Trade jurisdiction.—Logging, lumber manufacturing, and allied industries (shingle mills, tie and cedar products, sash and door mills, box and match manufacture).

Government.—1. Local unit, composed of employees and employers at any single logging or lumber manufacturing operation; officers—chairman, vice chairman, secretary, and treasurer, elected semiannually by the membership.

2. District board: "District boards for each district shall consist of four employees (two millmen and two loggers) to be elected at the annual convention by the employee members; and four operators (two millmen and two loggers), elected by the employers of the district." They "shall hear all matters on appeal from conference committees or employers, and initiate matters of general import for the consideration of the board of directors."

3. Board of directors, "composed of the employees' district board chairmen and the employers' district board chairman * * * constitute the legislative body of the organization." It "shall elect the executive officers and have general supervision of the affairs of the organization."

General officers: President, elected by the board of directors, "shall have general supervision of the administration of the organization as its chief executive, subject to the approval of the board of directors"; executive secretary, general treasurer, and editor, nominated by the president and elected by the board of directors.

Qualifications for membership.—American citizens or eligible aliens who have declared intention to become citizens, engaged directly or indirectly, either as employer or employee, in logging or lumber manufacturing or allied industries, are eligible to membership. Male and female membership.

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Agreements.—Adjustment machinery: Conference committee consisting of three members of each local, elected by the employee members of the local. This is "strictly an employees' committee, not to include any person having the right to hire or discharge employees, and shall act as spokesman for employee members." Industrial relations between employer and employees "shall be conducted through the conference committee," and shall cover "the working, living, and recreational conditions of each local; hours, wages, overtime, unwarranted discharge of members; tool charges and breakage; and all local conditions surrounding employment."

District board acts on cases referred from conference committee in the event of failure of conference committee and management to effect an agreement.

Board of directors acts on cases referred from district boards in case of failure to reach an agreement.

Arbitration committee provided for in case of failure to reach an agreement through board of directors.

Minimum wage scales established through board of directors by majority vote. Wage scales actually paid established by local agreement between conference committees and local management or by regional wage boards.

Benefits.—Free employment bureau; local sick and accident.

Official organ.—The Four L Lumber News.

Headquarters.—500 Concord Building, Portland, Oreg.

Organization.—Divisions: Coast division, embracing all territory in Washington and Oregon west of the Cascade Mountains, subdivided into:

District No. 1. Lincoln, Coos, Douglas, Lane, Linn, and Benton Counties, Oreg.

District No. 2. Tillamook, Yamhill, Polk, Marion, Clackamas, and Washington Counties, Oreg.

District No. 3. Clatsop, Columbia, Multnomah, and Hood River Counties, Oreg., and Wahkiakum, Cowlitz, Clarke, and Skamania Counties, Wash.

District No. 4. Pacific and Lewis Counties, Wash.

District No. 5. Grays Harbor County, Wash.

District No. 6. Mason, Thurston, Pierce, and part of Lewis Counties, Wash.

District No. 7. Clallam, Jefferson, Kitsap, and King Counties, Wash.

District No. 8. Whatcom, Skagit, Snohomish, San Juan, and Island Counties, Wash.

Inland Empire division, embracing all territory in Washington and Oregon east of the Cascades and the timber districts of Idaho, subdivided as follows:

District No. 9. Washington east of the Cascade Mountains.

District No. 10. Boundary, Bonner, Kootenai, Benewah, Shoshone, Latah, Clearwater, Nez Perce, Lewis, and Idaho Counties, Idaho.

District No. 11. Umatilla, Union, Wallowa, Grant, and Baker Counties, Oreg., and Adams, Washington, Canyon, Gem. Ada, Elmore, and Boise Counties, Idaho.

District No. 12. Deschutes County, Oreg.

Locals: By its form of organization the scope of the Four L's activities is limited to operations the owners and managers of which are themselves members of the legion. The operation, which corresponds to the shop in manufacturing, is the unit of organization. The legion now covers 146 operations in the 12 districts.

Membership.—10,000 employee members; 250 employer members.

Mine, Mill, and Smelter Workers, International Union of

Affiliated to the American Federation of Labor.

Organized May 15, 1893, as the Western Federation of Miners. Organization of the metal miners grew out of the Idaho strike of 1892. The Western Federation of Miners began as a craft union of the miners, but gradually it absorbed the mechanical craftsmen and became, like the United Mine Workers, an industrial organization of all workers "in and about the mines."

The Western Federation of Miners maintained an independent existence from 1893 to 1896, when it affiliated with the American

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Federation of Labor. This affiliation ended in 1898, and the union, radical from its inception, became the prime factor in the Western Labor Union. For three years, 1905 to 1908, it was part of the Industrial Workers of the World, which it was instrumental in organizing, and was active in radical politics.

It reaffiliated with the American Federation of Labor in 1911 and has remained in affiliation since then. Internal dissension growing out of that move resulted in a number of secession movements fostered by the Industrial Workers of the World.

In 1916 the union passed through what was practically a complete reorganization along conservative lines, and changed its name to the International Union of Mine, Mill, and Smelter Workers, expanding its jurisdiction from the metal mines of the Rocky Mountain district to the entire United States and Canada, and to cover smelters, refineries, and blast furnaces as well as mines.

Objects.—"The increasing of wages, shortening the hours of labor, and improving the conditions of employment by removing or preventing as far as may be the dangers incident to our work; eliminating, as far as possible, the dust, smoke, gases, and poisonous fumes from the mines, mills, and smelters; to prevent the imposition of excessive tasks; to aid all organizations of working people to secure a greater measure of justice; to labor for the enactment of legislation that will protect the life and limb of the workers, conserve their health, improve social conditions, and promote the general well-being of the toilers; to endeavor to negotiate time agreements with our employers, and by all lawful means establish the principles embraced in the body of this constitution."

Territorial jurisdiction.—United States, Alaska, and Canada.

Trade jurisdiction.—The metal-mining industry, covering, specifically, miners, smelter men, millmen, and refinery and blast-furnace workers.

Government.—1. International executive board, composed of the president, vice president, secretary-treasurer, and four other elected members, "shall * * * between conventions have full power to direct the workings of the international."

2. Local unions: Autonomy not defined in constitution.

3. Initiative and referendum: "The initiative and referendum shall govern all legislation." Nomination and election of general officers by referendum. All elected officers subject to recall.

4. Convention: Held annually. Constitutional amendments adopted by convention subject to ratification by referendum.

Qualifications for membership.—Any person working within the jurisdiction is eligible to membership.

"No individual holding membership in the Industrial Workers of the World or in any union not recognized by the American Federation of Labor shall be admitted to membership until he surrenders such other membership; and any member of the International Union of Mine, Mill, and Smelter Workers who becomes a member of the Industrial Workers of the World or any union not recognized by the American Federation of Labor shall forfeit his membership in the International Union of Mine, Mill, and Smelter Workers."

Apprentice regulations.—None.

Agreements.—"Local unions or groups of local unions may enter into wage agreements for a specified time, providing such agreements have the approval of the executive board. Negotiations for agreements must be made between the representatives of the local or locals affected, and the employers, with at least one member of the executive board or representative of the general organization present."

Benefits.—Strike and lockout.

Official organ.—None.

Headquarters.—Mercantile Building, Denver, Colo.

Organization.—Local unions only: *United States*—Alabama, 1; Arizona, 3; Arkansas, 3; California, 3; Colorado, 4; Florida, 3; Idaho, 2; Illinois, 7; Iowa,

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2; Kansas, 4; Minnesota, 1; Missouri, 3; Montana, 7; Nevada, 2; New Jersey, 2; Ohio, 4; Oklahoma, 11; Pennsylvania, 3; Tennessee, 2; Utah, 3; Washington, 1; Alaska, 1. *Canada*—Ontario, 1. *Total*, 73.

Membership.—20,000.

Mine Workers of America, United

Affiliated to the American Federation of Labor.

Organized in Columbus, Ohio, January 25, 1890. The earliest unions of coal miners were assemblies of the Knights of Labor. The National Federation of Miners and Mine Laborers was formed in 1885, and this was followed in 1889 by the National Progressive Union. In 1890 all the various organizations of coal miners consolidated as the United Mine Workers of America and affiliated with the American Federation of Labor.

Early in its history it encountered difficulty with the craft unions, particularly the engineers and machinists' organizations, because of its policy of including all workers "in and around the mines." The miners, however, were strong enough to force the craft men into line and to establish the organization as an industrial union.

Objects.—"To unite in one organization, regardless of creed, color, or nationality, all workmen eligible for membership, employed in and around coal mines, coal washers and coke ovens on the American Continent; to increase the wages, and improve the conditions of employment of our members by legislation, conciliation, joint agreements, or strikes; to demand that not more than 6 hours from bank to bank in each 24 hours shall be worked by members of our organization; to strive for a minimum wage scale for all members of our union; to provide for the education of our children by lawfully prohibiting their employment until they have at least reached 16 years of age; to secure equitable statutory old-age pension and workmen's compensation laws; to enforce existing just laws and to secure the repeal of those which are unjust; to secure by legislative enactment laws protecting the limbs, lives, and health of our members; establishing the right to organize; prohibiting the use of deception to secure strike breakers, preventing the employment of privately armed guards during labor disputes; and such other legislation as will be beneficial to the members of our craft."

Territorial jurisdiction.—North America.

Trade jurisdiction.—Workers in and around coal mines.

Government.—1. International executive board, composed of the president, vice president, secretary-treasurer, and one member elected from each district, "shall have full power to direct the working of the organization."

2. Districts: "Formed with such members and territory as may be designated by the international officers and may adopt such laws for their government as do not conflict with laws or rulings of the international union or joint agreements."

3. Subdistricts: "Formed and assigned such territory as may be designated by the district of which they are a part, and may adopt such laws for their government as do not conflict with the laws or rulings of the international or district unions or joint agreements."

4. Local unions: "Local unions may adopt such laws for their government as do not conflict with the laws and rulings of the international, district, subdistrict unions or joint agreements."

5. Convention: Meets biennally; legislates for body. Constitutional amendments by convention only. Election of general officers by referendum.

Qualifications for membership.—Any wage earner employed in or around coal mines is eligible to membership. "Mine managers, top foremen, operators' commissioners, persons engaged in the sale of intoxicating liquors, and members of the National Civic Federation" are ineligible.

"Any member accepting membership in the Industrial Workers of the World, the Working Class Union, the One Big Union, or any other dual organization not affiliated with the American Federation of Labor, or membership in the National Chamber of Commerce or the Ku Klux Klan shall be expelled from

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the United Mine Workers of America and is permanently debarred from holding office in the United Mine Workers of America; and no members of any such organization shall be permitted to have membership in our union unless they forfeit their membership immediately upon securing membership in the United Mine Workers of America."

Apprenticeship regulations.—None.

Agreements.—Agreements in the anthracite field are negotiated by the district boards and the operators.

In the bituminous fields committees of miners and operators negotiate the basic agreement on terms determined upon in convention. This interstate joint agreement becomes the basis for district agreements, which are negotiated locally.

Benefits.—Strike (sick, accident, and death benefits may be established locally by a two-thirds vote of the members).

Official organ.—United Mine Workers' Journal.

Headquarters.—Merchants' Bank Building, Indianapolis, Ind.

Organization.—The unit of organization is the geographic district. District No. 1, northern anthracite field, comprising Lackawanna and Sullivan and part of Luzerne and Wayne Counties, in Pennsylvania, 157 locals; No. 2, Armstrong, Blair, Bradford, Cambria, Cameron, Center, Clinton, Clearfield, Elk, Huntingdon, Indiana, Jefferson, Somerset, and Tioga Counties, Pa., 109 locals; No. 4, Collinsville and Uniontown coal fields of Pennsylvania, 5 locals; No. 5, Pittsburgh district, 155 locals; No. 6, State of Ohio and panhandle district of West Virginia, 410 locals; No. 7, anthracite, middle anthracite, lower Luzerne, Carbon, and portions of Schuylkill and Columbia Counties, Pa., 52 locals; No. 8, the block-coal district of Indiana, 19 locals; No. 9, anthracite fields in Schuylkill, Columbia, and Northumberland Counties, Pa., 91 locals; No. 10, State of Washington, 11 locals; No. 11, Indiana, exclusive of block-coal section, 188 locals; No. 12, Illinois, 330 locals; No. 13, Iowa, 70 locals; No. 14, Kansas, 107 locals; No. 15, Colorado, 27 locals; No. 16, Maryland, 16 locals; No. 17, part of West Virginia, 30 locals; No. 18, British Columbia, 12 locals; No. 19, Tennessee, 62 locals; No. 20, Alabama, 3 locals; No. 21, Oklahoma, Arkansas, and Texas, 116 locals; No. 22, Wyoming, 42 locals; No. 23, part of Kentucky, 70 locals; No. 24, Michigan, 12 locals; No. 25, Missouri, 46 locals; No. 26, Nova Scotia, 21 locals; No. 27, Montana, 23 locals; No. 29, low-volatile regions of southern West Virginia, 1 local; No. 30, eastern Kentucky, 20 locals; No. 31, northern West Virginia, 195 locals. *Total*, 2,400.

Membership.—450,000.

Oil Field, Gas Well, and Refinery Workers of America, International Association of

Affiliated to the American Federation of Labor.

Organized in California in 1917 from a group of independent local unions which sprang up through California and the Gulf States. An International Brotherhood of Oil and Gas Field Workers was chartered by the American Federation of Labor in 1900 and remained in affiliation, but with a diminishing membership, until 1905. It disbanded in 1906. The present organization was chartered by the American Federation of Labor in 1918.

Objects.—"It shall be the object of this association to work for the reduction of hours of daily toil, the establishment of tolerable conditions, and to adjust and establish a high standard and fair rate of wages, thereby assuring to all workers in the industry just compensation and time to share in the benefits flowing from organization."

Territorial jurisdiction.—United States, Canada, and Mexico.

Trade jurisdiction.—The oil, gas-well, and refinery industry.

Government.—1. Executive council, composed of president, secretary-treasurer, and five vice presidents, "shall have general supervision of the business of the international association and subordinate unions."

2. Local unions: "To locals is conceded the right to make all necessary laws for local self-government which do not conflict with the laws of the international association."

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3. Convention: Meets biennially; legislates for organization and elects general officers, who are, however, subject to recall by popular vote. Constitutional amendments either by convention or referendum.

Qualifications for membership.—All persons engaged in the industries covered by the jurisdiction are eligible to membership.

Agreements.—Negotiated locally by representatives of unions and operators, with a representative of the Department of Labor when necessary.

Benefits.—Strike; group insurance.

Official organ.—The Oil Worker.

Headquarters.—815 Davis Avenue, Fort Worth, Tex.

Organization.—Local unions only; California, 10; Oklahoma, 3; Texas, 8. *Total*, 21.

Membership.—Withheld. American Federation of Labor voting strength, 1,000.

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PAPER, PRINTING, AND BOOKBINDING

PAPER

THERE are three organizations in paper manufacture, one of which, the United Wall Paper Crafts of North America, is confined to wall-paper manufacture, the jurisdiction of the other two specifically excluding that product. The International Brotherhood of Pulp, Sulphite, and Paper Mill Workers originated by secession from the International Brotherhood of Paper Makers. For three years it was an independent, dual union, antagonistic to and drawing membership from the parent body, but in 1909 a jurisdictional adjustment, basing jurisdiction partly on skill and partly on processes, was arrived at which made it possible for both organizations to function amicably within the American Federation of Labor.

PRINTING

While in most industries the highly specialized craft unions are passing, in the printing industry just the reverse has taken place. Organization has proceeded from the original comprehensive industrial union, established in 1852, to individual unions in the various crafts and even for special processes. The printing pressmen started the movement toward craft division by seceding from the International Typographical Union in 1889 and establishing the International Printing Pressmen's Union, later extending jurisdiction to the assistants and changing the name of the union accordingly. Their example was followed by the bookbinders, who organized separately in 1892, and thereafter by the remaining crafts in rapid succession, which, by agreement with the International Typographical Union, were chartered by the American Federation of Labor, with clearly defined jurisdictional divisions.

There are now eight unions in the printing industry. Included among them is the International Association of Siderographers, a union covering one process in plate printing. The process is used almost exclusively in the printing of paper money, and all the operators engaged in the work are members of the union. Hence, while it is probably the smallest "international" union in the world, it is a 100 per cent organization.

The International Allied Printing Trades Association is a delegate body composed of representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers and Electrotypers' Union, and the International Photo-Engravers' Union. It is a trade alliance solely, the chief function of which is the issuance and control of the union label of the allied printing trades.

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Paper Makers, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized in May, 1893, at Holyoke, Mass. This organization had its beginning in a social club of paper-machine tenders formed in Holyoke, Mass., in 1884. It developed into a national union and in 1893 was chartered by the American Federation of Labor as the United Brotherhood of Paper Makers of America, with jurisdiction over the paper-making industry. A secession movement by the pulp and sulphite workers in 1906 resulted in the organization of a separate union which drew so strongly on the membership of the parent body as practically to demoralize it. Because of the protest of the United Brotherhood against the dual organization it was refused affiliation with the American Federation of Labor for several years. An agreement was arrived at, however, in 1909. The dual organization was chartered and the United Brotherhood rechartered with a limited jurisdiction, which in a general way covers only the skilled workers in the machine and beater rooms and subsequent processes. Later the name of the organization was changed to International Brotherhood of Paper Makers.

Objects.—"The objects of this organization are to raise our trade from the low level to which it has fallen and by mutual effort to place ourselves upon a foundation strong enough to resist further encroachments * * * to assist each other to secure employment; to reduce the hours of labor and to secure adequate pay for our work and by every means to elevate the moral, mental, and social conditions of our workers."

Territorial jurisdiction.—United States, Canada, and Newfoundland.

Trade jurisdiction.—"All machine-room help and beater engineers except swipers and sweepers, in paper mills making news, bag, and hanging papers. In all other paper mills except those making news, bag, and hanging paper, its jurisdiction shall include all machine-room help (except swipers and sweepers) and beater engineers, helpers on beaters, cutters and finishers, calendar men and rotary men, and their helpers."

Government.—1. Executive board, composed of the president, secretary, six vice presidents, and treasurer, shall have general supervision over the international and subordinate locals.

2. Local unions: Subordinate; constitution and general laws determined by international.

3. Initiative and referendum: Election of general officers by referendum; constitutional amendments and initiated legislation by referendum.

4. Convention: Held biennially.

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Qualifications for membership.—Any person actually employed within the jurisdiction of the union is eligible to membership. Male and female membership.

Apprenticeship.—None.

Agreements.—Negotiated by international officers to cover the industry, but are signed by individual employers.

Benefits.—Strike; death.

Official organ.—The Paper Maker's Journal.

Headquarters.—25 South Hawk Street, Albany, N. Y.

Organization.—Local unions only: *United States*—Illinois, 3; Maine, 11; Massachusetts, 1; Michigan, 5; Minnesota, 4; New Hampshire, 1; New York, 22; Vermont, 1; Washington, 1; Wisconsin, 3. *Canada*—Manitoba, 1; Ontario, 12; Quebec, 17. *Newfoundland*, 2. *Total*, 84.

Membership.—6,000.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized at Burlington, Vt., on January 6, 1906, by secession from the International Brotherhood of Paper Makers. It remained an independent organization until 1909, when an agreement on jurisdiction was reached with the Paper Makers, and the pulp and sulphite men joined the American Federation of Labor.

Objects.—"The object of this union shall be to secure and maintain a living wage and lessen the hours of labor for its members; to assist each other in obtaining employment in preference to persons not connected with the union; and to use every honorable method to elevate its membership in the economic, moral, and social scale of life."

Territorial jurisdiction.—United States, Canada, and Newfoundland.

Trade jurisdiction.—All branches of the pulp and paper making trade excepting machine-room help and boss beater men in news, bag, and hanging mills. In other mills than the class mentioned this organization does not have jurisdiction over the beater-room or finishing-room help.

"By the term 'pulp-making and paper-making trade' is meant all grinder men, wood loaders, both inside and outside the mill; all screen men, floor sweepers, oilers, press tenders, decker men, wet-machine tenders, digester cooks, and all the help employed on and around the same; acid makers and all the help employed in and around acid-making plants; all shippers, finishers, both roll and bundle, swipers; all men employed in and around any soda mill, blow-pit men, and all men employed in and around any ground-wood, sulphite, and soda mills doing repairs, except such as are recognized as machinists, molders, and carpenters, who shall belong to their own union if one exists in the city or town, otherwise they shall be admitted as members of this union; beater men; all female help employed in and around the mills; rope cutters and rotary men; clay mixers, wood-boat unloaders, and talc men, and all men employed in the handling of wood, sulphur, clay, vitriol, or any other article which is necessary in the making of any kind of pulp or any kind of paper; teamsters in and around the mills drawing supplies to and from any of the above-mentioned mills or working in any capacity directly connected with the mills or the making of any kind of paper and pulp; screen-plate men and their helpers and pipers; steam firemen and engineers, subject to agreements with their international unions."

Government.—1. "The international union reserves the right to fix, regulate, and determine all matters pertaining to membership in all branches of the pulp and paper making trade over which it has jurisdiction, while to subordinate unions is conceded the right to make all necessary laws for local government, provided such laws do not conflict with the laws of the international union."

The executive board, composed of the president-secretary, six vice presidents, and treasurer, "shall have the entire management of this organization and shall be held responsible for the efficient management of the same. At least one member of the executive board shall be a resident of Canada."

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2. Local unions: "Every local shall have the right to make by-laws to govern the actions of its own members, provided they do not conflict with international constitution and by-laws, and they must be approved by the international."

3. Convention: No fixed time for convention. Elect officers and legislate for organization. Constitution amendments by convention only.

Qualifications for membership.—"Any man, woman, boy, or foreman employed in or around any pulp, paper, or soda mill," and "all employees of paper-bag, box, and envelope factories * * * as well as paper handlers wherever employed," are eligible to membership.

Agreements.—A wage-scale conference is held by international officers and committees representing local unions. After wage scale is adopted, the international officers enter into negotiations with the employers, either individually or in association. Agreements are, however, signed by individual companies.

Benefits.—Strike.

Official organ.—Pulp, Sulphite, and Paper Mill Workers' Journal.

Headquarters.—Fort Edward, N. Y.

Organization.—Local unions only: *United States*—Maine, 15; Michigan, 6; Minnesota, 1; New Hampshire, 3; New York 22; Vermont, 5; Wisconsin, 5. *Canada*—Ontario, 9; Quebec, 3. *Newfoundland*, 2. *Total* 71.

Membership.—10,000.

Wall Paper Crafts of North America, United

Affiliated to the American Federation of Labor.

Organized in 1923 by the amalgamation of the National Association of Machine Printers and Color Mixers and the National Print Cutters' Association of America.

The first organization in the wall-paper trade was formed on July 23, 1883, in New York City, as the Wall Paper Machine Printers' Union. It was chartered as a local assembly of the Knights of Labor. This local is still in existence as Printers' Local No. 1 of the United Wall Paper Crafts. Machine printers and color mixers proceeded to organize either separately or jointly in various localities in which the industry was established, finally coming together in 1902 as the National Association of Machine Printers and Color Mixers, and joining the American Federation of Labor as an affiliated national body.

The print cutters had a separate organization which in 1903 affiliated with the American Federation of Labor as the National Print Cutters' Association.

The two organizations remained distinct until 1923, when, as a result of a lockout through the entire wall-paper industry, they merged into one, and the resulting amalgamation was chartered by the American Federation of Labor in June, 1923, as the United Wall Paper Crafts of North America.

Objects.—"The object of this organization shall be to unite all the workers under its jurisdiction, to cherish and protect their interests as workingmen, to promote the general welfare of its members and their families, to become an active and integral factor in the labor movement of America, to educate its members in the history of the trade-union movement and its benefits to the economic, moral, and social life of the people."

Territorial jurisdiction.—North America.

Trade jurisdiction.—"All crafts engaged in the manufacture of wall paper and of all kindred crafts and workers who do not come under the direct jurisdiction of any other international union affiliated to the American Federation of Labor."

Government.—1. "All executive and judicial powers of this organization shall be vested in the general executive board" composed of the president, three

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vice presidents, general secretary, financial secretary-treasurer, and three trustees.

2. Local unions: Subordinate constitution and by-laws dictated by general organization.

3. Convention: Held annually. "The government of the subordinate local unions shall be vested in the annual convention of this organization as the supreme head of all local unions under its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several locals or any member thereof shall be referred for adjustment, and its decision shall be final and conclusive. To it shall belong the power to determine the customs and wages affecting all matters relating to the welfare of the trades." Convention elects general officers. No referendum.

Qualifications for membership.—"Any man who can prove that he has run a wall-paper printing machine or has mixed colors for four years in one shop within the jurisdiction of this organization, and who at time of making application is running a wall-paper printing machine or mixing colors and receiving the prevailing union scale of wages, is eligible to membership."

Apprenticeship regulations.—"All apprentices shall be satisfactory to the organization and to their employers previous to their apprenticeship, and shall serve for four years in one shop. No one shall be taken on as an apprentice who is over the age of 20 years.

"There shall be but one apprentice allowed for every six machine printers employed in any one factory, and in all cases there must be a machine for such an apprentice to go on. They shall serve their full time on the smallest machines in their respective shops.

"There shall be but one apprentice allowed for every four color mixers employed in any one factory, but in no case must a journeyman be discharged to make room for an apprentice, and no apprentice shall mix for more than one printing machine or two grounding machines."

Agreements.—Negotiated for the entire industry between the executive board of the union and the labor committee of the manufacturers, but enforced and signed locally.

Benefits.—Strike; death.

Official organ.—None.

Headquarters.—935 West King Street, York, Pa. (variable).

Organization.—Local unions only: Illinois, 1; New York, 5; Pennsylvania, 4. *Total*, 10.

Membership.—660.

Printing Trades Association, International Allied

Organized March 7, 1911. This is a delegate body composed of representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers and Electrotypers' Union, and the International Photo-Engravers' Union.[1]

Objects.—"The objects of this association are to designate the products of the labor of the members thereof by adopting and registering a label or trade-mark designating such products."

Territorial jurisdiction.—United States, Canada, and Newfoundland.

Trade jurisdiction.—The printing industry.

Government.—"The affairs of this association shall be conducted and governed by a board to be known as the board of governors." This board is composed of eight members, four representing the International Typographical Union and one representative from each of the other four component organizations. The officers are a president, a vice president, and a secretary-treasurer, no two of whom can be members of the same organization.

2. Local councils: Local allied printing trades councils are formed in localities where local unions of two or more of the component international unions exist. Each council is composed of three representatives from each of the crafts, and it "may adopt such provisions and rules for its government as are

[1] Two organizations in the printing industry, the Amalgamated Lithographers and the International Plate Printers and the Die Stampers' Union, are not members.

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not in conflict with the purposes and provisions of the general laws of the International Allied Printing Trades Association."

Membership.—The membership of the International Allied Printing Trades Association consists of all members in good standing of the component international unions.

Agreements.—"Universal label license", issued by the International Allied Printing Trades Association to employers who agree to its terms; i. e., "to employ in printing, binding, and production of all printed matter, photo-engravings, electrotypes, stereotypes, and all other illustrative matter entering into printing and printed products, none but members in good standing of unions" which are parties to the agreement, "to pay their scales of wages, to observe their apprentice laws and comply with their working rules." Work done in outside shops and used by employers who are parties to the agreement must also be done under conditions applying to their own shops.

Labels are owned and controlled by the International Allied Printing Trades Association and are purchased by the local councils for the use of shops signing the agreement and receiving a license for their use.

"No other body than the local allied printing trades council shall be allowed to grant the use of the allied printing trades label in any jurisdiction." Granting and withdrawal of label are by unanimous consent of council.

Individual labels of component unions can not be used in a jurisdiction to which the Allied Printing Trades label has been granted.

Organization.—Board of governors; headquarters, Indianapolis, Ind.

Local councils: *United States*—Alabama, 5; Arizona, 2; Arkansas, 1; California, 13; Colorado, 4; Connecticut, 4; District of Columbia, 1; Florida, 7; Georgia, 5; Idaho, 1; Illinois, 16; Indiana, 10; Iowa, 7; Kansas, 5; Kentucky, 2; Louisiana, 3; Maine, 2; Maryland, 1; Massachusetts, 9; Michigan, 8; Minnesota, 3; Mississippi, 2; Missouri, 7; Montana, 5; Nebraska, 2; Nevada, 1; New Hampshire, 1; New Mexico, 1; New Jersey, 8; New York, 12; North Carolina, 3; North Dakota, 3; Ohio, 15; Oklahoma, 4; Oregon, 5; Pennsylvania, 8; Rhode Island, 2; South Carolina, 3; South Dakota, 1; Tennessee, 6; Texas, 11; Utah, 2; Virginia, 2; Washington, 7; West Virginia, 2; Wisconsin, 5; Wyoming, 3. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; New Brunswick, 1; Ontario, 3; Quebec, 2; Saskatchewan, 2. *Newfoundland*, 1. *Total*, 244.

Bookbinders, International Brotherhood of

Affiliated to the American Federation of Labor.

Organized May 5, 1892, at Philadelphia, Pa. Bookbinders were organized in Knights of Labor assemblies early in the development of the Knights of Labor movement. An independent union of bookbinders was formed in Washington, D. C., in 1850. When the International Typographical Union was formed in 1852, however, some bookbinders became a part of that organization, which at the beginning embraced the entire printing industry. The bookbinders were the second of the craft divisions within the International Typographical Union to secede and organize a separate craft union. They followed the lead of the pressmen in this regard, and organized the International Brotherhood of Bookbinders in 1892. Two years later this brotherhood was formally recognized by the Typographical Union when it released its bookbinder members to the craft brotherhood.

The International Brotherhood of Bookbinders joined the American Federation of Labor as an affiliated international union in 1898. In 1919 it absorbed the International Brotherhood of Tip Printers, a small organization which had been affiliated to the American Federation of Labor since 1902.

Objects.—"To attain a uniform scale of wages, hours of labor, apprenticeship laws for the government of the trade; the abolition of unjust, inhuman, and

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degrading contract systems, the insidious task, and bonus systems; to secure to the men and women of our craft the full enjoyment and compensation of the wealth they create; to agree to arbitrate all differences existing between employer and employee and * * * to promote such laws as will have a tendency to create harmony between employer and employee and the advancement of the bookbinding industry."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Bookbinding; specifically, "bookbinders (printed or blank), paper rulers, paper cutters, stockmen, sheet joggers, and sheet straighteners, edge gilders, marblers, folding-machine operators, Kast-machine operators, and all other automatic bindery feeding-machine operators, bindery women, and all other branches of the bookbinding industry, hand or machine."

Government.—1. Executive council, composed of president, five vice presidents, and secretary-treasurer, "shall have general supervision of the affairs of the international between conventions, and shall have authority to enact such regulations for the pursuance thereof and in consonance with existing constitution and laws." The third and fifth vice presidents shall be women. Officers are nominated by local unions and elected by referendum.

2. Local unions: Autonomous within limits of international constitution.

3. Convention: Held biennially; enacts general legislation. Constitutional amendments adopted by convention must be submitted to referendum. Legislation also by initiative and referendum.

Qualifications for membership.—All persons working at the bookbinding trade are eligible to membership. Male and female membership.

"Indenture" membership for first year; benefit membership thereafter. Employers may retain membership.

Apprenticeship regulations.—"The indenturing of apprentices is considered the best means calculated to give that efficiency which it is desired bookbinders should possess, and also to give the necessary guaranty to employers that some return will be made them for a proper effort to turn out competent workers. Local unions must insist upon proper indenturing of apprentices and a uniform ratio of apportionment thereof, and that proper methods of supervision be observed. The terms of service shall not be less than four continuous years for men and not less than one year for women.

"All apprentices shall be guaranteed thorough instruction and be subjected to a rigid examination once every six months from the beginning of the indenture."

Agreements.—Negotiated by local unions, generally with employers' associations. A standard form of contract is recommended by international office. Union label in union shops

Benefits.—Strike; funeral.

Official organ.—The International Bookbinder.

Headquarters.—American Federation of Labor Building, Washington, D. C.

Organization.—Joint boards: Philadelphia, Chicago, Boston, St. Louis, New York City, Buffalo.

Local unions: *United States*—Alabama, 1; Arizona, 1; California, 4; Colorado, 4; Connecticut, 2; District of Columbia, 2; Florida, 5; Georgia, 1; Idaho, 1; Illinois, 14; Indiana, 6; Iowa, 4; Kansas, 2; Kentucky, 2; Louisiana, 2; Maryland, 2; Massachusetts, 8; Michigan, 2; Minnesota, 2; Mississippi, 2; Missouri, 6; Montana, 3; Nebraska, 2; New Hampshire, 1; New Jersey, 4; New Mexico, 1; New York, 14; North Carolina, 1; North Dakota, 3; Ohio, 9; Oklahoma, 2; Oregon, 2; Pennsylvania, 12; South Dakota, 2; Tennessee, 3; Texas, 8; Washington, 5; West Virginia, 1; Wisconsin, 2. *Canada*—Alberta, 1; British Columbia, 2; Manitoba, 1; Ontario, 3; Quebec, 2; Saskatchewan, 2. *Total*, 159.

Membership.—14,000.

Engravers' Union of North America, International Photo

Affiliated to the American Federation of Labor.

Organized in New York City, N. Y., October 22, 1900. The photo-engravers were the last of the printing-craft divisions to secede from the International Typographical Union. Separate organization was determined upon at a conference held in New York City in October,

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1900, which prepared for and called a convention of photo-engravers in Philadelphia in November of the same year. This convention, attended by 15 delegates, representing 7 local unions, founded the International Photo Engravers' Union. It was not until three years later that the International Typographical Union recognized the new organization and released to it its members engaged in that craft. The American Federation of Labor chartered the new union on May 20, 1904, as the International Photo Engravers' Union, with complete jurisdiction over the photo-engraving branch of the printing industry.

Objects.—Not declared.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"All methods and processes and parts thereof of producing likenesses of whatever character or description reproduced by means of photography or otherwise and used for printing purposes. Included among the branches of photo-engraving, lithography, photogravure, off-set, etc., shall be artists, soft metal, label, and wood engravers, and all other branches that may develop from time to time."

Government.—1. Executive council, composed of a president, three vice presidents, and secretary-treasurer, "shall have general supervision of the business of the international union."

2. Local union: Subordinate; controlled chiefly by international laws, but "conceded the right to make all necessary laws for local government" which do not conflict with international constitution, laws, and regulations.

3. Convention: Held annually; enacts legislation and elects general officers. Constitutional amendments by convention, except that in specified instances amendments must be referred to general vote of membership for ratification.

Qualifications for membership.—"To be eligible to membership an applicant must have served at least five years at the photo-engraving trade and have attained the age of 21 years. * * * No one having learned the photo-engraving trade at a penal institution or having been an instructor at a school of photo-engraving not approved by the International Photo Engravers' Union shall be admitted to membership except by approval of the executive council."

Apprenticeship regulations.—Applicants must pass a physical examination. Term of apprenticeship, "five years at a classified branch under the jurisdiction of the International Photo Engravers' Union."

"It is enjoined upon each subordinate union to make regulations limiting the number of apprentices to be employed in each office to one for such number of journeymen as to the union may seem just: *Provided*, That the ratio of 1 apprentice to 5 journeymen and 2 apprentices to 10 journeymen shall be the maximum number and must not be exceeded. The number of apprentices allowed shall be based on the total number of journeymen employed in the shop at large, and apportioned among the various branches as follows: One apprentice in a department, and additional apprentices to be added only upon the basis of five additional journeymen in a department. There shall be a journeyman employed in each department where an apprentice is allowed.

"No apprentice shall be allowed to serve an apprenticeship on night shifts."

Agreements.—Terms of proposed agreements are submitted by local unions to the executive council of the international union before negotiations with employers are begun. Then a committee of the local union meets with the employers (in most cases the employers' association) in conference on terms approved by the main office. International officers may be called into conference in case of difficulty or deadlock in the negotiations. Tendency is toward long-term contracts.

Benefits.—Strike and lockout; tuberculosis; funeral; insurance.

Official organ.—The American Photo-Engraver.

Headquarters.—Tower Grove Bank Building, St. Louis, Mo.

Organization.—Local unions only: *United States*—Alabama, 1; California, 3; Colorado, 1; Connecticut, 3; District of Columbia, 1; Florida, 1; Georgia, 1; Illinois, 4; Indiana, 3; Iowa, 2; Kansas, 2; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 4; Michigan, 2; Minnesota, 2; Missouri, 2; Nebraska, 1;

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New Jersey, 1; New York, 6; Ohio, 8; Oklahoma, 1; Oregon, 1; Pennsylvania, 3; Rhode Island, 1; Tennessee, 3; Texas, 3; Utah, 1; Virginia, 1; Washington, 3; Wisconsin, 2. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 2; Quebec, 2. *Total*, 76.

Membership.—8,600.

Lithographers of America, Amalgamated

Affiliated to the American Federation of Labor.

Organized in New York City in 1882, as the Lithographers' Protective and Insurance Association, largely benevolent and fraternal in character. The name was changed in 1896 to the Lithographers' International Protective and Beneficial Association, by which name it is still recognized by the American Federation of Labor, under charter granted in 1906.

Prior to 1896 it was the only organization in the lithographic field. Several others organized within the next few years, among them the Lithographic Workmen of America, the Stone and Plate Preparers' Union, the Lithographic Press Feeders and Apprentices' Association, and the Poster Artists' Association. The Lithographic Press Feeders and Apprentices' Association was chartered by the American Federation of Labor as an affiliated international in 1909.

In 1915 the Lithographers' Protective and Beneficial Association, the Lithographic Workmen of America, and the Stone and Plate Preparers' Union amalgamated into one organization under the title "Amalgamated Lithographers of America."

The request of the new organization for an American Federation of Labor charter under the new name brought to a head a jurisdictional dispute which had been growing since 1913, involving the lithographers with the International Printing Pressmen and Assistants' Union and the Photo-Engravers' International Union. The controversy centered upon the offset press, a new development in the lithographic industry. It was contended by the International Printing Pressmen that as their jurisdiction covered all presswork, pressmen in the lithographers' union running offset presses should be transferred to the International Printing Pressmen and Assistants' Union. Similarly the Photo-Engravers' International Union declared that lithographers making offset plates were doing work conceded to that organization.

Such a division would have meant the disbanding of the Amalgamated Lithographers' Association and its absorption by the other two international unions. The lithographers refused to consider that policy, taking the position that they would be entirely willing to become a part of an amalgamation uniting all printing unions in one organization covering the industry, but that so long as organization continued along craft lines, the lithographic craft must be recognized.

Finally, in 1918, a committee appointed by the executive council of the American Federation of Labor, after an investigation, brought in a report giving the International Printing Pressmen and Assistants' Union full jurisdiction over the offset press and the lithographic pressmen, and giving the Photo-Engravers' International Union jurisdiction over other workers in lithographic processes. By action of the 1918 convention of the American Federation of Labor the Amal-

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gamated Lithographers were given until September 1, 1918, to comply with that decision and merge with the other two organizations along the lines laid down. Expulsion was to follow a refusal to disband.

However, at the request of the International Printing Pressmen and the Photo-Engravers, the expulsion order was held in abeyance pending further efforts to come to an agreement, and it has never been carried out. The lithographers are still an affiliated union, although recognized only under their former title instead of the one used by the organization itself.

In 1918 the Amalgamated Lithographers absorbed the Lithographic Press Feeders and Apprentices' Association, which had been suspended from the American Federation of Labor in 1913, but had continued independently.

This organization is not a part of the Allied Printing Trades Council.

Objects.—"The objects of this association are to protect the individual and collective trade interests of its members; to regulate and advance the interests of lithography; to impart and confine to its members, or to such as signify their intention to become members, the most advanced and improved methods in all its branches, whereby the members in general may become the most proficient workmen, to be a bureau for the practical distribution of situations and help to its members; to establish a mortuary fund; to establish and maintain a registered union label to distinguish the product of the labor of its members; to conduct the systematic education of its members through the publication of a monthly trade journal; to establish and regulate a fair and just system of apprenticeship to the end that a high standard of workmanship be maintained, and so that the earnings of labor be not unduly injured nor the vocation of lithography demoralized by evil internal competition, and endeavor by all fair and just means to induce nonmembers to join its ranks, and to try at all times to limit the employment of workmen in the various branches of lithography under this organization's jurisdiction to those exclusively who are members in good standing."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The lithographic industry * * * composed of commercial artists, poster artists, engravers, photo and process lithographers, lithophotographers, designers, music engravers, pen and brush letterers, litho-sign writers, transferrers, provers, hand-press printers, flat-bed rotary and offset press pressmen on single or multicolor presses, printing from etched stones or metal plates peculiarly adapted for lithographic presses and prepared by lithographic stone and plate preparers and transferrers, upon paper, iron, tin, silk, cloth, rubber, celluloid, or any other printable material; press feeders on flat-bed, rotary, and offset presses, hand fed and automatic; stone and plate preparers, all transferring and photo composing machines which are used for the purpose of making lithographic plates and used on lithographic printing presses, all engraving machines used for lithographic work and operated in the lithographic department, and such other kindred branches as are properly linked with lithography."

Government.—1. International council, composed of president, four vice presidents, secretary-treasurer, and one elected member for each branch of the trade; i. e., one artist ("artists" includes poster artists), one engraver, one prover, one transferrer, one pressman, one press feeder, and one stone and plate preparer, "shall exercise care of the interests and have entire supervision of the welfare of the association."

The president "shall at all times exercise a general supervision over the interests and welfare of the association," and is the chief executive officer.

The council is the legislative and judicial power between conventions, and controls all strike matters.

2. Local unions: "Local unions are self-governing in all their local affairs except with regard to those laws which must necessarily be uniform throughout the organization." Constitution dictated by general organization; by-laws optional with local, but must be approved by international council.

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3. Convention: Held triennially; nominates general officers, who are then elected by referendum. Constitutional amendments either by referendum or by convention and referendum.

Initiative, referendum, and recall.

Qualifications for membership.—For journeymen membership, four years' apprenticeship in the branch for which application is made, "under the rules of the association," and applicant must be 21 years old and earning the established minimum rate of pay.

Apprenticeship regulations.—Term of apprenticeship, four years.

"For the first 3, 4, or 5 journeymen in a department 1 apprentice shall be allowed, and for 10 journeymen 2 apprentices, and for 15 journeymen 3 apprentices, and 1 additional apprentice for each 5 additional journeymen in the department. One apprentice shall be allowed to each shop where process work is being done.

"The term 'number of journeymen employed' shall in every instance be computed by the average number of journeymen employed for the year preceding.

"Locals are requested to use all means to secure the privilege of governing apprentices."

Agreements.—"The international council have the authority to draw up agreements with an employers' association, but such agreements shall be subject to referendum. * * * Locals may enter into local agreements or contracts with individual firms by consent of the international council," but "all agreements and contracts entered into must be uniform in character."

Benefits.—Strike and lockout; life insurance (contributory, compulsory membership).

Official organ.—The Lithographers' Journal.

Headquarters.—205 West Fourteenth Street, New York City, N. Y.

Organization.—Local unions only: *United States*—California, 2; Colorado, 1; Connecticut, 1; District of Columbia, 1; Illinois, 1; Indiana, 1; Iowa, 1; Kentucky, 1; Maryland, 1; Massachusetts, 2; Michigan, 2; Minnesota, 1; Missouri, 2; Nebraska, 1; New York, 3; Ohio, 6; Oregon, 1; Pennsylvania, 4; Tennessee, 1; Texas, 2; Virginia, 1; Washington, 1; West Virginia, 1; Wisconsin, 1. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 4; Quebec, 1. *Total*, 46.

Membership.—5,906.

Pressmen and Assistants' Union of North America, International Printing

Affiliated to the American Federation of Labor.

Organized October 8, 1889, in New York City. From the inception of the International Typographical Union in 1852 printing pressmen were members of that organization without any distinction as to kind of work performed until 1873, when the International Typographical Union convention authorized the chartering of pressmen in craft groups. By 1888 there was a strong sentiment among the craft groups favoring separation and the establishment of a printing pressmen's union independent of the printers.

This sentiment crystallized into a call for a convention sent out by the New York pressmen's local of the International Typographical Union. The convention was held in New York City on October 8, 1889, with 13 local unions of pressmen represented, and the International Printing Pressmen's Union of North America was formed. It grew chiefly by secession from the International Typographical Union, which by 1894 had become so serious that the typographical union entered into an agreement with the young organization to surrender its jurisdiction over the pressroom and to transfer its pressmen membership to the new union.

Jurisdiction was expanded to include press feeders, and in 1897 the name of the organization was changed to International Printing Pressmen and Assistants' Union of North America.

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The first journal appeared in November, 1890. Twenty years later extensive property in Hawkins County, Tenn., was secured on which the union now maintains a home for the superannuated, a tuberculosis sanatorium, a trade school, and its international headquarters.

Objects.—To bring about and maintain the highest quality of workmanship, to encourage and sustain good workmen, to assist members in securing employment and retaining same, to influence the apprentice system for the benefit of both employer and employee, and to establish and uphold a fair and equitable wage scale.

Territorial jurisdiction.—North America.

Trade jurisdiction.—"Printing pressmen, assistants, paper handlers, roller makers, newsboys, and carriers."

Government.—1. Board of directors, composed of president, four vice presidents, and secretary-treasurer, "during the interim between conventions * * * shall have general supervision over all matters relating to the international union, and during such interim shall have power and authority to decide all questions, disputes, and jurisdictional rights that may arise. Its decisions shall be final unless set aside by the convention."

2. Local unions: Autonomous within limits of international constitution and laws. Exact autonomy not defined. Constitution and by-laws must be approved by board of directors.

3. Convention, initiative, referendum, and recall: Convention meets quadrennially. Nomination and election of general officers by referendum. Legislation and constitutional amendments either by convention or by initiative and referendum.

Qualifications for membership.—Any person of "good moral character" working at the trades covered by the jurisdiction is eligible to membership. Male and female membership.

Employers actually working at the trade may hold membership.

Apprenticeship regulations.—"No apprentice in a newspaper web pressroom shall become a journeyman member of a newspaper web pressmen's union unless he has served an apprenticeship of at least five years in a newspaper pressroom."

Registered apprentices "shall be required to take a correspondence course through the trade school of the international union."

"Apprenticeship shall be calculated by the physical demands based upon the requirements of the business through expansion, by death, by retirement, or incapacitation, and all apprenticeship regulations shall be approved by the board of directors."

Agreements.—Proposed agreements must be submitted to the board of directors for approval before negotiations are begun. Agreements are negotiated by locals but they "shall not become effective or operative for any purpose whatsoever until underwritten" by the board of directors.

An international arbitration agreement calling for arbitration of all difficulties in shops covered by the agreement is in effect between the International Printing Pressmen and Assistants' Union and the American Newspaper Publishers Association. This agreement was negotiated by the board of directors and ratified by referendum.

Benefits.—Strike and lockout; death; old-age pension; home for the superannuated; tuberculosis sanatorium; trade school; home for widows and orphans of members.

Official organ.—The American Pressman.

Headquarters.—Pressmen's Home, Hawkins County, Tenn.

Organization.—Local unions are organized and maintained on basis of occupational classification; i. e., flatbed pressmen, newspaper web pressmen, feeders, roller makers, paper handlers, carriers, ink workers, etc., unless there are not enough of each classification to form a local union, in which case they are chartered as mixed locals until such time as unified groups can be chartered; (m—flatbed and mixed; w—newspaper web; f—feeders; ph—paper handlers; i—ink workers); *United States*—Alabama, 4 m; Arizona, 3 m; Arkansas, 4 m; California, 16 m, 2 w, 1 ph; Colorado, 4 m, 1 w, 1 f; Connecticut, 6 m; District of Columbia, 1 m, 1 w, 1 f, 1 i; Florida, 9 m; Georgia, 6 m, 1 w; Idaho, 3 m; Illinois, 19 m, 1 w, 1 f, 1 ph; Indiana, 12 m, 1 w, 1 f; Iowa, 9 m, 1 w, 1 f; Kansas, 5 m; Kentucky, 3 m, 1 w, 1 f; Louisiana, 3 m; Maine,

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2 m; Maryland, 3 m, 1 w; Massachusetts, 13 m, 3 w, 1 f; Michigan, 9 m, 1 w, 1 f; Minnesota, 4 m; Mississippi, 4 m; Missouri, 7 m, 1 w, 2 f; Montana, 5 m; Nebraska, 2 m; Nevada, 1 m; New Hampshire, 3 m; New Jersey, 12 m, 2 w, 2 f; New Mexico, 1 m; New York, 15 m, 3 w, 2 f, 1 ph; North Carolina, 5 m; North Dakota, 3 m; Ohio, 18 m, 3 w, 3 f, 1 i; Oklahoma, 6 m; Oregon, 4 m, 1 w; Pennsylvania, 15 m, 2 w, 2 f; Rhode Island, 2 m, 1 w; South Carolina, 3 m; South Dakota, 3 m; Tennessee, 7 m, 1 w; Texas, 14 m, 1 w; Utah, 2 m, 1 w; Virginia, 6 m; Washington, 9 m, 1 w; West Virginia, 4 m; Wisconsin, 8 m, 1 w, 1 f; Wyoming, 3 m. *Canada*—Alberta, 2 m; British Columbia, 2 m; Manitoba, 1 m, 1 w; New Brunswick, 1 m; Ontario, 7 m, 1 w; Quebec, 2 m; Saskatchewan, 2 m. *Newfoundland*, 1 m. *Total*, 318 m, 34 w, 20 f, 3 ph, 2 i.

Membership.—45,000.

Printers, Die Stampers, and Engravers' Union of North America, International Plate

Affiliated to the American Federation of Labor.

Organized in Boston in 1892. Unions of plate printers existed in Philadelphia and Washington at the time of the rise of the Knights of Labor. They became identified with the Knights of Labor movement but later followed the craft movement into the American Federation of Labor. The Knights of Labor locals and independent unions held a convention in Boston in 1892 and organized the National Steel and Copper Plate Printers Union. In 1901 this name was changed to "International," to include the Canadian plate printers. In 1920 jurisdiction was extended to include die stampers and the name was changed accordingly. In 1925 the engravers organized in the International Steel and Copper Plate Engravers' League, an organization chartered by the American Federation of Labor in 1918, amalgamated with the plate printers. Since the amalgamation the name of the organization has been changed to International Plate Printers, Die Stampers, and Engravers' Union of North America.

Objects.—"To concentrate our efforts for the attainment of the rights of labor and the preservation thereof to those who work at the art of plate printing and die stamping, believing that organization based on sound principles and directed by conservative intelligence furnishes the best move by which we may secure a more equitable share of the wealth which we create; to promote the general welfare of our members by improving our trade and social conditions and to assist each other in all matters relating to our industry."

Territorial jurisdiction.—The United States and Canada.

Trade jurisdiction.—Plate printing, die stamping, and engraving.

Government.—1. Executive council, consisting of president, two vice presidents, secretary-treasurer, and one representative from each local union "shall have general supervision of the business of the international union and of local unions."

2. Local unions: Subordinate, but "conceded the right of making all necessary laws for local government which do not conflict with the laws of the international union."

3. Convention: Held annually; enacts legislation and elects general officers. Constitutional amendments by convention only. No referendum.

Qualifications for membership.—Four years' apprenticeship.

Apprenticeship regulations.—Apprentices must be not less than 16 nor more than 18 years of age and serve an apprenticeship of 4 years. Conditional membership during the fourth year is optional with local unions. Ratio of apprentices to journeymen regulated by local unions.

Agreements.—None.

Benefits.—Strike and death.

Official organ.—The Plate Printer.

Headquarters.—3974 Amundson Avenue, New York, N. Y. (variable).

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Organization.—Local unions only: *United States*—District of Columbia, 2; Illinois, 2; Massachusetts, 1; New York, 6; Pennsylvania, 2. *Canada*—Ontario, 1. *Total*, 14.

Membership.—1,000.

Siderographers, International Association of

Affiliated to the American Federation of Labor.

Organized in Washington, D. C., January 11, 1899, as the Steel Plate Transferrers' Association. In 1905 the name was changed to International Steel Plate Transferrers' Association, and in 1921 it became the International Association of Siderographers.

Objects.—"First, to unite more closely the siderographers, no matter where they may apply their talent; second, to encourage and sustain its members in the preservation of their rights; third, to assist any member seeking employment; fourth, to bring about and maintain the highest quality of workmanship; and fifth, to advance the standard of the profession and industry."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Siderography.

Government.—1. "The supreme government of the International Association of Siderographers is lodged in the international association, and the constitution and laws enacted thereunder shall be the supreme law of the organization. "All legislative powers shall be vested in the international association. During the interim between sessions of the international association the executive and judicial powers of the international shall be vested in the executive board," composed of president, two vice presidents, secretary, and treasurer, which "shall have full and discretionary power."

2. Local unions: "Any local association can enact by-laws or rules of order for their government not in conflict with international constitution, laws, or rules."

3. Convention: Held biennially; legislates and elects general officers. Constitutional amendments by convention only. No referendum.

Qualifications for membership.—"Any siderographer of good moral standing who has worked at the trade five full years or more at actual siderography may be admitted to recognized (journeyman) membership." Apprentice members become junior members after two years' apprenticeship.

Agreements.—None.

Benefits.—Unemployment.

Official organ.—None.

Headquarters.—513 Crittenden Street NW., Washington, D. C.

Organization.—The Washington, D. C., association has jurisdiction over all siderographers in the city of Washington and in the cities of all other countries outside the United States, except Great Britain.

The New York association has jurisdiction over all siderographers in the United States except Washington.

The Ottawa association has jurisdiction over all siderographers in Canada and Great Britain.

Membership.—80 (100 per cent organization).

Stereotypers and Electrotypers' Union of North America, International

Affiliated to the American Federation of Labor.

Organized in Cincinnnati, Ohio, in August, 1902. Originally stereotypers and electrotypers were part of the International Typographical Union. With the development of their craft and increase in numbers they became somewhat autonomous units within the International Typographical Union. A movement toward independence began in 1898 and ended in 1902, when the Typographical Union relinquished jurisdiction, and at a convention held in Cincinnati the craft organization was established.

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Objects.—Not declared.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"All work necessary for the preparation of forms, cuts, and other originals for molding; the molding in wax, clay, lead, celluloid, paper matrix or flong or other paper, vegetable, mineral, or other composition and the necessary preparation of such molding material and all work by any process for the perfecting of such molds, wax ruling or engraving; the casting of plates for printing or other purposes in lead, tin, aluminum, and other metals and the composition of such metals or other material; the care and preparation of such casting material, the finishing and every process for the completing of such plates for printing and other purposes; all work done by electrolytic or other process in the production of molds or plates to be used for printing or other purposes, such as the deposition of copper, cobalt, brass, nickel, steel, or other base metals or other alloys, and the preparation and completion of such work."

Government.—1. Executive board, composed of president, vice president, secretary-treasurer, and two elected members, one of whom shall be an electrotype finisher and the other an electrotyper, "shall have general supervision of the business of the international union and subordinate unions."

2. Local unions: "To subordinate unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the international union."

3. Initiative, referendum, and recall, and convention: All general officers elected by referendum and subject to recall. Convention meets annually. Constitutional amendments and new legislation enacted by convention submitted to referendum. Legislation may be initiated without reference to convention.

Qualifications for membership.—Citizenship or citizenship intention and five years' experience at the trade.

Apprenticeship regulations.—Five-year term. "It is enjoined upon each subordinate union to make regulations limiting the number of apprentices to be employed in each office to one for such number of journeymen as to the union may seem just.

"It shall be obligatory upon each subordinate union defining through its regulations the ratio of apprentices to prevail within its jurisdiction, to also devise and adopt some practical method or system best suited to meet existing conditions, that will provide for the thorough instruction of the trade apprentice in all the intricacies of the craft during his five-year apprentice term.

"Subordinate unions shall so regulate the registration of apprentices and the acceptance of such apprentices into journeyman membership that as nearly as possible but one-fifth of the members that are registered shall be taken in as journeymen in any one year."

Agreements.—Negotiated by local unions, generally with employers' associations, but must be approved and signed by the international president.

Benefits.—Strike and lockout; funeral.

Official organ.—International Stereotypers and Electrotypers' Union Journal.

Headquarters.—2645 East Twenty-eighth Street, Kansas City, Mo.

Organization.—Local unions only; stereotypers and electrotypers are organized into separate locals in large centers or plants; in small cities one local includes both crafts: *United States*—Alabama, 2; Arkansas, 1; California, 8; Colorado, 2; Connecticut, 3; District of Columbia, 2; Florida, 3; Georgia, 1; Illinois, 7; Indiana, 6; Iowa, 4; Kansas, 2; Kentucky, 1; Louisiana, 2; Maine, 1; Maryland, 2; Massachusetts, 7; Michigan, 7; Minnesota, 5; Missouri, 4; Montana, 3; Nebraska, 2; New Jersey, 1; New York, 11; North Dakota, 1; Ohio, 12; Oklahoma, 2; Oregon, 1; Pennsylvania, 12; Rhode Island, 1; South Dakota, 1; Tennessee, 4; Texas, 10; Utah, 1; Virginia, 1; Washington, 3; Wisconsin, 3. *Canada*—Alberta, 2; British Columbia, 1; Manitoba, 1; Ontario, 4; Quebec, 1; Saskatchewan, 1. *Total*, 149.

Membership.—7,600.

Typographical Union of North America, International

Affiliated to the American Federation of Labor.

Organized May 3, 1852. Organization in the printing industry dates from the beginning of the nineteenth century. The first at-

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tempt at a national organization was in November, 1836, when representatives of local societies met in Washington and formed the National Typographical Society. At its convention in 1837 eight American cities were represented, and a fraternal delegate from Nova Scotia was seated. While this organization collapsed as a national body in 1840, local societies continued to increase in number and strength. In 1850 these local societies again came together in a national convention held in New York City. The establishment of trade standards, discipline of members, and apprentice regulations were undertaken, and a national executive committee was elected. When the same group met again in 1851 at Baltimore it inaugurated the National Typographical Union and adopted a constitution. This constitution was submitted to all the existing local societies of printers for acceptance and was followed by a call to all who ratified it to meet in convention at Cincinnati in 1852. At that meeting the organization which later became the International Typographical Union was formally begun, with 14 locals of printers and pressmen. With its spread into Canada, the national union became an international and the name was changed to the present one in 1869.

Originally the International Typographical Union covered the entire industry, although compositors formed the bulk of the membership. But a movement toward independent craft organization began in 1888 with the pressmen. An independent union of printing pressmen was a going concern when the International Typographical Union convention of 1891 refused to recognize it or to accept its working card. The bookbinders followed the example of the pressmen, and in 1894 the International Typographical Union, by agreement with the International Printing Pressmen's Union and the newly organized International Brotherhood of Bookbinders, released its pressmen and bookbinder members to the newer unions and relinquished jurisdiction over those two branches. Secession of the stereotypers and electrotypers began in 1898 and ended in 1902 with the recognition by the International Typographical Union of the independent union and the surrender of its members engaged in that craft. Similarly in 1903 the photo-engravers transferred from the International Typographical Union to the International Photo-Engravers' Union, and the Typographical Union became a purely craft union.

Jurisdictional difficulties with the International Association of Machinists followed the introduction of typesetting machines in printing offices, but the International Typographical Union successfully maintained its position that typesetting-machine operators must belong to the printers' union.

The German-American Typographia was inaugurated as a national organization at a convention held in Philadelphia in April, 1873, by delegates from local organization of German printers employed by German-language papers in New York, Philadelphia, Cincinnati, and St. Louis. Similar organizations in Buffalo, Cleveland, and Detroit, while not represented at the meeting, joined the national body. On July 1, 1873, it first issued its official journal, Journal für Buchdruckerkunst, which has remained in continuous publication ever since.

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The organization was formally recognized by the International Typographical Union in 1884, and 10 years later it became a part of the larger organization, under an agreement by which it preserved its beneficiary features and practical autonomy, the benefit features being administered by a secretary and advisory board of five members elected by the German branch of the international union.

The employment of women in the printing trade began about 1832. Their inclusion in the industry and in the organizations was fought for a generation. In 1870 a "union of women printers" was formed in New York City, which applied to the International Typographical Union for admission and was chartered as a local union. Organization of women into separate unions was not a success, however, and the convention of 1872 admitted them to membership on equal terms with the men.

Indianapolis was made the official headquarters of the union at the 1888 convention, and the first official journal was published in that city on July 15, 1889. Two generous bequests, one of $10,000 and the other of an 80-acre tract of land in Colorado Springs, Colo., made possible the establishment of a home for aged and indigent members. This institution, known as the Union Printers' Home, opened in May, 1892. Later it grew into a hospital and tuberculosis sanitarium as well as a home.

Since 1900 the structure and machinery of government of the International Typographical Union have been altered to make the local unit subordinate to a powerful central organization.

Objects.—"To establish and maintain an equitable scale of wages, and protect ourselves from sudden and unreasonable fluctuations in the rate of compensation for our labor, and protect, too, just and honorable employers from the unfair competition of greedy, cheap-labor, huckstering rivals; defend our rights and advance our interests as wage earners; to create an authority whose seal shall constitute a certificate of character, intelligence, and skill; to build up an organization where all worthy members of our craft can participate in the discussion of those practical problems upon the solution of which depend their welfare and prosperity as workers; to foster fellowship and brotherhood, and shield from aggression the isolated, defenseless toiler; to aid the destitute and unfortunate, and provide for the decent burial of deceased members; to develop and stimulate by association and social converse those kindly instincts of humanity that most highly adorn true manhood; to encourage the principle and practice of conciliation and arbitration in the settlement of differences between labor and capital; incite all honorable efforts for the attainment of better conditions of labor—shorter hours, increased privileges, and greater enjoyment of the ennobling amenities of life, the concomitants of culture and civilization; to defend the defenseless, befriend the friendless, and in all charity inculcate lessons of justice and good will among men."

Territorial jurisdiction.—United States and possessions, Canada, Newfoundland, and Panama.

Trade jurisdiction.—"Printers, proof readers who are practical printers, machine tenders, mailers, and kindred trades."[2]

Government.—1. Executive council, consisting of the president, first, second, and third vice presidents, and secretary-treasurer, "shall have general supervision of the business of the international union and of subordinate unions."

2. Trade district unions: A trade district union may "charter, establish, and form unions of its craft; charters to be procured from the International Typo-

[2] Newspaper writers were for some time under the jurisdiction of the International Typographical Union. Later this jurisdiction was relinquished, although several such unions elected to remain with their original affiliation and two unions of newspaper writers remain as locals of the I. T. U.

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graphical Union," and has power "to make all laws for the sole government of its craft."

3. Local unions: "To subordinate unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the international."

4. Convention: Meets annually. "The convention of the International Typographical Union shall have power to enact by-laws and general laws for the government of the craft, but all laws involving an increased taxation shall be submitted to a referendum vote." Constitutional amendments passed by convention must be submitted to referendum.

Nomination and eletcion of general officers by referendum.

5. "Typographia": German-American unions. Autonomous within limits of amalgamation agreement.

Qualifications for membership.—"No person shall be admitted to membership in a subordinate union who has not served an apprenticeship of at least five years except with the consent of the president of the international, or of the president of the trade district union of his craft." Male and female membership.

Apprenticeship regulations.—Apprentices shall be not less than 16 years of age when beginning their apprenticeship and shall serve an apprenticeship of 5 years.

"Beginning with the third year apprentices shall be enrolled in and complete the International Typographical Union course of lessons in printing before being admitted as journeymen members of the union.

"No office shall be entitled to employ an apprentice unless it has the equipment necessary to enable instruction to be given the apprentice in the several classes of work agreed upon in the contract with the employer to be taught yearly.

"Local unions are required to fix the ratio of apprentices to the number of journeymen regularly employed in any and all offices, but it must be provided that at least one member of the typographical, aside from the proprietor, shall be regularly employed in the composing room before an office is entitled to an apprentice.

"Local unions shall arrange for scales of wages for apprentices in the third fourth, and fifth years of their apprenticeship."

Agreements.—Negotiated by local unions and local employers through committees. If agreement is not arrived at, international officers intercede. All agreements must be submitted to international president for approval.

Benefits.—Strike and lockout; funeral; old-age pension; home for superannuated and sanitarium; trade school.

Official organ.—The Typographical Journal.

Headquarters.—Typographical Terrace, Indianapolis, Ind.

Organization.—State and district: Arkansas Typographical Conference; California Conference of Typographical Unions; Eastern Pennsylvania District Typographical Unions; Empire Tyographical Conference (New York); Florida Typographical Conference; Indiana State Conference; Intermountain Typographical Conference (Colorado); Iowa State Allied Printing Council; Michigan Federation of Typographical Unions; Minnesota Federation of Typographical Unions; Missouri Valley Typographical Conference (Oklahoma); New England Typographical Conference; Northwest Typographical Conference; Ohio State Conference; Ontario and Quebec Conference; Southwestern Typographical Conference (headquarters, Phoenix, Ariz.); Tennessee-Kentucky Typographical Conference; Texas State Allied Printing Trades Council; Union Printers' League of New Jersey; Virginia-Carolinas Typographical Association; Westchester Typographical Conference (headquarters, Port Chester, N. Y.); Western Pennsylvania Typographical Union Conference; Willamette Valley Typographical Conference (Oregon); Wisconsin Typographical Conference.

Local unions, classified as printers (p); mailers (m); German-American (G–A); newswriters (n): *United States*—Alabama, 6; Arizona, 6; Arkansas, 6 p, 1 m; California, 43 p, 5 m; Colorado, 9 p, 1 m; Connecticut, 12; Delaware, 1; District of Columbia, 1 p, 1 m; Florida, 16; Georgia, 8 p, 1 m; Idaho, 6; Illinois, 53 p, 1 m, 1 G–A; Indiana, 28 p, 2 m; Iowa, 19 p, 1 m; Kansas, 18 p, 1 m; Kentucky, 9 p, 1 m, 1 G–A; Louisiana, 5; Maine, 5; Maryland, 4 p, 1 G–A; Massachusetts, 20 p, 2 m; Michigan, 19 p, 1 m, 1 G–A; Minnesota, 14 p, 1 m, 1 G–A; Mississippi, 5; Missouri, 11 p, 2 m, 1 G–A; Montana, 14 p, 2 m;

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Nebraska, 2 p, 1 m; Nevada, 5; New Hampshire, 4; New Jersey, 21 p, 1 m, 1 G–A; New Mexico, 5; New York, 50 p, 2 m, 3 G–A; North Carolina, 10 p, 2 m; North Dakota, 7; Ohio, 51 p, 4 m, 2 G–A; Oklahoma, 23 p, 1 m; Oregon, 12 p, 1 m; Pennsylvania, 44 p, 2 m, 2 G–A, 1 n; Rhode Island, 5; South Carolina, 4; South Dakota, 3; Tennessee, 8 p, 1 m; Texas, 31 p, 2 m; Utah, 2 p, 1 m; Vermont, 3; Virginia, 7; Washington, 13 p, 2 m; West Virginia, 9; Wisconsin, 16 p, 1 m, 1 G–A, 1 n; Wyoming, 5; Hawaii, 1. *Canada*—Alberta, 4; British Columbia, 7 p, 1 m; Manitoba, 2; New Brunswick, 2; Nova Scotia, 2; Ontario, 20 p, 2 m; Quebec, 4; Saskatchewan, 5. *Panama*, 1. *Newfoundland*, 1. *Total*, 727 p, 47 m, 15 G–A, 2 n.

Membership.—77,000.

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CLOTHING

THE clothing industry, including shoe manufacture, is the chief stronghold of independent unionism, and even among the American Federation of Labor unions in the industry jurisdictional lines are confused, with the result that there are 10 separate national organizations in clothing manufacture.

Shoemaking accounts for 2 of the 10 national organizations, as well as others which are economically important but which are not included in this compilation because they function locally only.

Organization among shoe workers is almost as old as the country itself, and shoe workers' unions have had a marked influence upon the labor movement, particularly in connection with women workers. A national organization of shoe workers known as the Knights of St. Crispin antedates the Knights of Labor. Shoemakers went from the former into the latter and became a strong factor there in forming their own national trade assembly in 1884. They followed the movement into the American Federation of Labor, but kept their entity as an industrial union.

Secession movements of craft groups began about 1900 and continued intermittently for 10 years. From time to time these seceding craft unions have come together to form industrial federations, each new one absorbing its predecessor in the field. In this wise the United Shoe Workers and the Amalgamated Shoe Workers of America have come and gone, both now being part of the Shoe Workers' Protective Union, which is the independent rival of the Boot and Shoe Workers' Union.

A number of local craft unions exist in New England independent of both the national organizations, and an industrial union called the American Shoe Workers' Union operates in the shoe factories in New York, owning its headquarters and claiming a membership of 6,000.

GARMENT TRADES

In their early history, the structure of unions in the garment trades was determined largely by developments within the industry. Tailors had a substantial organization at the beginning of the nineteenth century and the Knights of Labor movement was inaugurated by garment cutters. The oldest of the present organizations is the Journeymen Tailors' Union, organized in 1883. It was a prime mover in organizing the American Federation of Labor, and is one of the few remaining strictly craft unions of skilled workers. As a matter of fact, the many organizations which succeeded the Journeymen Tailors' Union in the industry came into being largely because of the attitude of the tailors toward the factory system of production. Determined to keep their organization one of skilled workers in the custom trade, they refused to admit to membership the skilled and semiskilled factory operatives, even after factory production had begun seriously to threaten the custom trade.

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The factory men organized separately into two unions, both of which held membership in the American Federation of Labor, as did the Journeymen Tailors' Union. Out of the various groups of craft workers who organized from time to time according to the kind of work performed or the product made grew, in 1891, the United Garment Workers of America.

In 1900 an independent union in the women's garment industry called the United Brotherhood of Cloak Makers and a number of local unions of the United Garment Workers, the members of which were making women's clothes, organized a third union in the industry, the International Ladies' Garment Workers' Union.

Secession from the United Garment Workers in 1914 produced the fourth union in the garment trades, the Amalgamated Clothing Workers of America, which is an industrial union in the men's garment trade, independent of the American Federation of Labor. It is the largest and most powerful of the so-called dual unions.

OTHER CLOTHING TRADES

The hat-making trade has two organizations, the United Hatters of North America, and the Cloth Hat, Cap, and Millinery Workers' International Union, both affiliated to the American Federation of Labor. The jurisdictional boundaries are vague, but are based principally upon the kind of fabric used in manufacture.

Other affiliated unions in the clothing industry are the International Fur Workers' Union and the International Glove Workers' Union. Neckwear workers, while having no central organization, are chartered by the American Federation of Labor as directly affiliated local unions.

The Needle Trades Workers' Industrial Union (see p. 3) has drawn from the Ladies' Garment Workers and the Fur Workers, in its efforts to establish a comprehensive organization for the clothing industry.

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Boot and Shoe Workers' Union

Affiliated to the American Federation of Labor.

Organized in Boston, Mass., April 10, 1895. The first union of shoe workers to achieve any degree of permanency was the Federal Society of Journeymen Cordwainers, which originated in Philadelphia in 1794 and figured in the famous conspiracy trial of 1806. The

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initial step toward national organization occurred in October, 1885, when a convention was held in New York City which founded the National Cooperative Association of Journeymen Cordwainers. This organization, of course, was composed of skilled hand workers.

The introduction of shoemaking machinery brought about the formation of the Knights of St. Crispin, a national organization which undertook to regulate the use of machinery. This organization flourished remarkably for several years and instituted in 1868 the Daughters of St. Crispin, the first national trade organization of women in the country. One of its organizing slogans was "Equal pay for equal help." The decline of the Knights of St. Crispin and the rise of the Knights of Labor were coincidental and the shoe workers became a strong factor in the Knights of Labor. By taking women into membership in their Knights of Labor assemblies they forced a change in the constitution of the Order of the Knights of Labor to include women workers on the same basis as men.

Local and district assemblies within the Knights of Labor multiplied so greatly that the shoe workers were granted the right to form a national trade assembly. This was accomplished in 1884. Not all the shoe workers' locals in the Knights of Labor joined the National Trade Assembly of Shoe Workers, however. In the conflict with the order which followed an attempt to force them to do so, the National Trade Assembly withdrew from the Knights of Labor and formed the Boot and Shoe Workers' International Union under the banner of the American Federation of Labor.

In the American Federation of Labor at the time there was another union of shoe workers, founded in Lynn in 1879, known as the Lasters' Protective Union. In 1895 the two old organizations, together with the local organization which had remained with the Knights of Labor and eight entirely independent local unions met in Boston and amalgamated under the name of the Boot and Shoe Workers' Union. The new organization was at once chartered by the American Federation of Labor as an affiliated union.

Objects.—"The purpose of this organization is to organize all shoe workers in North America into one trade-union, affiliated with the legitimate and recognized trade-union movement of the United States, Canada, and the world. We declare against all divided or opposition organizations of wage earners of the same craft as opposed to true interests of labor and destructive of success to the labor cause. We invite all shoe workers to unite with us to the end that we may more effectively regulate wages and conditions of employment; control apprentices; reduce the hours of labor; abolish convict contract labor; prohibit the employment of children under the age of 16; promote the use of our union stamp and all other union labels; assist and support all other legitimate trade-unions to the full extent of our power; and to take such further action in promoting the interests of shoe workers or other wage earners as may seem desirable from time to time, keeping pace with industrial development."

Territorial jurisdiction.—United States, Canada, and Newfoundland.

Trade jurisdiction.—The boot and shoe industry.

Government.—1. "The government of all local unions and members shall be vested in the general union as the supreme head, to which all matters of general importance shall be referred, and whose decisions shall be final.

"The administrative power of the general union when not in session in convention shall be vested in the general officers" and the general executive board. The general officers are president, vice president, and secretary-treasurer; the general executive board is composed of the three officers named, and eight members elected at large.

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2. Local unions: "Each local union shall have power to adopt by-laws governing matters of local usage, provided such by-laws have been approved by the general executive board."

3. Convention: Elects general officers and legislates for organization. Amendments to constitution may be made either by convention or by referendum.

Qualifications for membership.—Any male or female boot or shoe worker over 16 years of age is eligible to membership.

Apprenticeship regulations.—"Any member of the Boot and Shoe Workers' Union wishing to learn a particular part of the trade outside the jurisdiction of his own local union shall make application to his local executive board to intercede in his behalf with the local executive board having jurisdiction over the part of the trade to be acquired * * *. In no case shall an application be considered unless the member has been one year in good standing."

Agreements.—Union-label agreements negotiated by international officers, approved by local unions. Wage contracts made by locals with individual firms.

Benefits.—Sick, disability (insurance); death; out-of-work (local); strike; victimization.

Official organ.—Shoe Workers' Journal.

Headquarters.—246 Summer Street, Boston, Mass.

Organization.—Joint councils: Chicago, Ill.; Brockton and Whitman, Mass.; St. Paul, Minn.; St. Louis, Mo.; Rochester, N. Y.; Cincinnati, Ohio; and Montreal, Canada.

Locals: *United States*—California, 5; Connecticut, 1; Illinois, 11; Indiana, 1; Iowa, 2; Kentucky, 1; Massachusetts, 53; Minnesota, 2; Missouri, 3; Nebraska, 1; New Hampshire, 6; New York, 8; Ohio, 8; Oregon, 1; Pennsylvania, 4; Tennessee, 1; Texas, 1; Virginia, 1; Washington, 1; Wisconsin, 6; Arizona, 1, Porto Rico, 2. *Canada*—British Columbia, 1; Ontario, 11; Quebec, 3. *Newfoundland*, 1. *Total*, 136.

Membership.—Not reported; American Federation of Labor voting strength, 32,600.

Clothing Workers of America, Amalgamated

Not affiliated to the American Federation of Labor.

Organized in October, 1914, at Nashville, Tenn. The Amalgamated Clothing Workers of America grew out of a split in the United Garment Workers of America, at the convention of that organization held in 1914 at Nashville. When the convention met a considerable number of delegates were disfranchised and denied seats on the floor. They withdrew to another hall in the same city and held a rump convention, electing officers and transacting business in the name of the United Garment Workers.

Almost immediately after the close of the Nashville conventions a lockout occurred in Baltimore, in one of the largest garment shops in the country. Still acting as officers of the United Garment Workers, the general executive board of the seceding faction carried the Baltimore fight to a successful conclusion, which resulted in a greatly increased membership under the secession banner.

Litigation on the part of the original organization against the use of the name "United Garment Workers of America" by the seceders led to the adoption, at a special convention held in New York City in December, 1914, of the name "Amalgamated Clothing Workers of America," and complete dissociation from the parent body. Since then it has functioned as an independent industrial union.

Objects.—"To improve and maintain conditions of labor among the men's clothing workers."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture of men's and boys' ready-to-wear clothing.

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Government.—1. "All legislative powers shall be reserved to the Amalgamated Clothing Workers of America duly convened in session (except those allowed under the initiative and referendum); its executive and judicial powers when not in session shall be vested in the general executive board."

General executive board consists of president, secretary-treasurer, and 13 elected members.

2. Joint Board: Composed of the locals in a city or locality where two or more local unions exist; "shall transact all such business for the local unions as may be provided in its by-laws."

3. Local union: "Each local union may make its own by-laws, provided they do not conflict with the constitution or by-laws of the organization."

4. Convention: Meets biennially; enacts legislation and nominates general officers. Election of officers and amendments to constitution by referendum.

Qualifications for membership.—Any person over the age of 16 employed in the clothing industry, except foremen and forewomen, is eligible to membership. Male and female membership.

Apprenticeship.—None.

Agreements.—Negotiated by local joint boards or local unions with local employers, either individually or in association.

Terms of agreements vary greatly, but all provide machinery for mediation or arbitration of disputes, through the "impartial chairman" system.

Supplementary agreement entered into by the clothing manufacturers of Chicago, Rochester and New York, and the Amalgamated Clothing Workers of America provides unemployment insurance in those cities.

Benefits.—Local only; sick and death.

Official organ.—Advance (English); Fortschritt (Yiddish); Il Lavoro (Italian); Prace (Bohemian); Industrial Democracy (Polish); Darbas (Lithuanian); Rabochy Golos (Russian); French edition of Advance.

Headquarters.—15 Union Square, New York City, N. Y.

Organization.—Joint boards: Baltimore, Md.; Boston, Mass.; Chicago, Ill.; Cleveland, Ohio; Cincinnati, Ohio; Connecticut (headquarters, Bridgeport); Montreal, Canada; Milwaukee, Wis.; New York City, N. Y.; Philadelphia, Pa.; Rochester, N. Y.; Shirtmakers (New York); Toronto, Canada; Twin City, Minn.

Local unions.—Shop is the unit of organization, under supervision of shop committee and shop chairman; local unions are formed on basis either of occupation (cutters, tailors, pressers, etc.) or nationality and language, but in small centers all members belong to same local union: *United States*—California, 2; Connecticut, 4; Illinois, 11; Indiana, 1; Kentucky, 1; Maryland, 12; Massachusetts, 11; Minnesota, 4; Missouri, 1; New Jersey, 3; New York, 41; Ohio, 8; Pennsylvania, 7; Wisconsin, 2. *Canada*—Ontario, 8; Quebec, 6. *Total*, 122.

Membership.—125,000.

Fur Workers' Union of the United States and Canada, International

Affiliated to the American Federation of Labor. Organized in New York City, June 16, 1913.

Objects.—"For the purpose of promoting unity of sentiment and action among those employed at the fur craft in the United States and Canada, and joining them closely together for mutual protection, we shall endeavor to further our interests and promote the following: To thoroughly organize and elevate the fur craft; to establish a perfect apprenticeship system; to establish uniform wages for the same class of work regardless of sex; to reduce the hours of labor; to substitute arbitration for strikes wherever it is possible to do so; to seek the abolition of sweatshop and child labor; to promote the use of the union label as the sole guaranty of union-made furs; to support the union label of all other bona fide trade-unions, and assist all trade-unions to the full extent of our power." (Preamble of the constitution.)

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The international union shall have jurisdiction over the following branches of the fur trade: Fur cutters, fur squarers, fur operators, fur nailers, fur finishers and liners, fur ironers and examiners, fur beaters

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and cleaners, fur pointers, fur-glove makers, fur-cap makers, fur-band makers, fur-persian makers, fur-skull makers, fur-rug makers, fur-muff bed makers, fur head and tail makers, fur trimmings and fur pieces, fur garments of all descriptions, fur-hand dressers, fur-hand shavers, fur-machine shavers, fur-machine fleshers, fur-floor workers, fur dyers, fur hand and machine pickers and shearers, fur scrapers, fur combers, fur dyeing, of all descriptions; hatters' fur workers, sheepskin workers, sheepskin tanners, sheepskin dyers, feather-boa workers."

Government.—1. "Government of all local unions and members shall be vested in this general union as the supreme head, to which all matters of general importance shall be referred and whose decisions shall be final. The administrative powers when not in session in convention shall be vested in the general executive board."

General executive board composed of general president, general secretary-treasurer, and 11 vice presidents.

3. Local unions: "Each local union shall have power to frame its own local by-laws, which must in no way conflict with the constitution of the international."

4. Convention: Meets biennially; elects general officers and legislates for organization.

Constitutional amendments by convention or by initiative and referendum.

Qualifications for membership.—"Any person to be admitted to membership in a local union must be a fur worker, competent to command the minimum wage." Male and female membership.

Apprenticeship regulations.—"Any local union may take into membership apprentices upon temporary union cards issued for not less than six months. * * * We favor the adoption of a legal apprenticeship system, the parents binding the boy to remain at least three years, and the employer binding himself on his part to teach the fur-working trade, but such employer shall not have more than 1 apprentice for every 10 journeymen in his employ. Not more than three apprentices shall be allowed in any shop."

Agreements.—Negotiated by local unions or local joint boards, generally with manufacturers' association where there is more than one employer. General policies embodied in agreements are determined by the international.

Benefits.—Strike and lockout; funeral.

Official organ.—The Fur Worker.

Headquarters.—9 Jackson Avenue, Long Island City, N. Y.

Organization.—Joint boards or councils; New York joint council; joint board of the fur-dressing industry, New York; Twin Cities (Minneapolis and St. Paul); joint board of Montreal; joint board of Toronto.

Local unions (separated in branches in New York City; otherwise mixed): *United States*—California, 1; District of Columbia, 1; Illinois, 1; Maryland, 1; Massachusetts, 1; Minnesota, 3; New Jersey, 4; New York, 11; Pennsylvania, 1. *Canada*—Ontario, 3; Quebec, 2; Manitoba, 1. *Total*, 30.

Membership.—12,000.

Garment Workers of America, United

Affiliated to the American Federation of Labor.

Organized in New York City on April 10, 1891. Prior to 1891 garment workers were variously organized, under the Knights of Labor, in directly affiliated American Federation of Labor local unions, and in independent groups not identified with either movement. The American Federation of Labor locals and some of the independents came together in convention in New York City on April 10, 1891, and organized into the United Garment Workers of America. The new union immediately became affiliated to the American Federation of Labor.

Two years later an extensive lockout of the cutter members of the union was undertaken by the clothing manufacturers of New York and vicinity. Cutters organized in Knights of Labor assemblies were offered the jobs of the locked-out union men. Instead of

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accepting, however, the Knights of Labor men joined the new craft union. Shortly afterwards the tailors in the Knights of Labor took similar action.

With the rise of special-order work in garment factories a new organization sprang up, beginning in Chicago, known as the Special Order Clothingmakers' Union. After an independent existence of two years it was chartered by the American Federation of Labor as an affiliated national union in 1902. The United Garment Workers protested the infringement of jurisdiction and the convention of the American Federation of Labor, upholding the United Garment Workers, ordered amalgamation of the clothing unions. This was accomplished in 1903 by agreement between the two unions.

Shirt and collar makers had been since 1900 organized under the Shirt Waist and Laundry Workers' International Union. In 1909 jurisdictional lines were readjusted and the clothing makers in that union were transferred to the United Garment Workers.

Discord within the United Garment Workers' ranks culminated in a split during the convention of 1914. A considerable number of delegates withdrew, and, holding a rump convention, organized the Amalgamated Clothing Workers.

Object.—Not stated.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture of men's, boys', and children's ready-to-wear clothing, special-order made-to-measure clothing, men's rainproof clothing, bath robes, men's bathing suits, all kinds of aprons and white goods, overalls, trousers, rompers, play suits, work shirts, dress shirts, nainsook and linen underwear, collars, and cuffs.

Government.—1. General executive board, composed of president (who shall be chief organizer), secretary, treasurer, auditor, three trustees, and four other elected members, exercises "all judicial and executive powers of the organization when not in session" in convention. When the general executive board is not in sesssion the president "is the chief executive officer with full power as such," subject to the approval of the general executive board and general convention.

2. District councils: Composed of three or more local unions in a city or locality. "District councils shall transact business pertaining to the welfare of the various local unions, such as organizing, label propaganda, and adjust all differences before same are referred to the general executive board."

3. Local unions: Local unions have power to enact by-laws for local government, subject to the approval of the general executive board.

4. Convention: Held every five years,[2] enacts legislation and elects general officers. Constitutional amendments by convention and referendum or by initiative and referendum.

Qualifications for membership.—"Candidates, male or female, to be admitted to membership in a local union * * * shall be not less than 16 years of age," shall be actually engaged in some branch of the garment-making industry covered by United Workers' jurisdiction, and shall not be "a member of any other organization of the trade."

Apprenticeship regulations.—One apprentice allowed in each factory for the first cutter and one additional apprentice for every additional three cutters. Three years' apprenticeship in the cutting branch.

Agreements.—An agreement, covering about 25 per cent of the membership, is made annually by a committee of the United Garment Workers' general office and a committee of the Union Made Garment Manufacturers' Association. This contract calls for the union label, sets prices, hours, and shop conditions, and provides for adjustment of grievances.

[2] From 1891 to 1904, conventions were held annually with the exception of 1893 and 1896; from 1904 to 1914 biennially; and since 1914 quadrennially, but constitution was amended in 1922 to provide for quinquennial conventions.

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Other agreements are negotiated locally, generally with individual employers, and provide for price committees, which set piece rates.

Benefits.—Strike and victimization; death; sick (by locals).

Official organ.—The Garment Worker.

Headquarters.—Bible House, New York City.

Organization.—District councils: Boston, Mass.; Buffalo, N. Y.; Chicago, Ill.; Cincinnati, O.; Newark, N. J.; New York City, N. Y.; Philadelphia, Pa.; St. Louis, Mo.; Syracuse, N. Y.; Toronto, Ontario; Utica, N. Y.

Local unions (cutters and tailors in separate unions in large centers): *United States*—Alabama, 2; California, 5; Colorado, 3; District of Columbia, 1; Georgia, 1; Illinois, 18; Indiana, 7; Iowa, 2; Kansas, 2; Kentucky, 3; Louisiana, 1; Maryland, 2; Massachusetts, 4; Michigan, 4; Minnesota, 3; Missouri, 7; Nebraska, 1; New Hampshire, 4; New Jersey, 4; New York, 39; Ohio, 11; Oklahoma, 2; Oregon, 1; Pennsylvania, 16; Tennessee, 1; Texas, 7; Utah, 1; Vermont, 3; Washington, 2; Wisconsin, 3. *Canada*—Alberta, 1; Manitoba, 1; Ontario, 7. *Total*, 169.

Membership.—85.000.

Garment Workers' Union, International Ladies'

Affiliated to the American Federation of Labor.

Organized in New York City in 1900. The earliest organization among workers in the women's garment trades were shop unions and a Knights of Labor assembly organized in 1882. Combinations of the various shop unions were local and sporadic throughout the eighties, usually under the leadership of the Knights of Labor. In May, 1892, delegates from the organized cloak makers of five cities met in New York and formed the International Cloak Makers' Union of America. This organization, however, was short lived and a period of factional strife and dual unionism divided along national and political lines followed. As a result of the chaotic conditions thus produced, many of the organizations became locals of the United Garment Workers. General strikes in 1894–95 demoralized organization among the workers in the women's garment trades and for the next five years the only union which retained any vitality was a group of cloak makers who went by the name of the United Brotherhood of Cloak Makers of New York. Out of this brotherhood, after a convention held in New York on June 3, 1900, attended by delegates from unions of various branches of the industry, grew the International Ladies' Garment Workers' Union. This new organization was immediately chartered by the American Federation of Labor as an affiliated international union.

Recent activities of the International Ladies' Garment Workers' Union outside the economic field include the development of an educational department, with active participation in Brookwood Labor College, and the maintenance of a health center for medical examination and treatment and of two vacation homes.

Objects.—"The object of the International Ladies' Garment Workers' Union shall be to obtain and preserve for all workers engaged in the ladies' garment industry just and reasonable conditions of work with respect to wages, working hours, and other terms of employment; to secure sanitary surroundings at their places of work and humane treatment on the part of the employers; to aid needy workers in the industry; to cultivate friendly relations between them; and generally to improve their material and intellectual standards. Such objects shall be accomplished through negotiations and collective agreements with employers; the dissemination of knowledge by means of publications and lecture courses; through concerted efforts to organize the unorganized workers in all branches of the industry; and through all means and methods

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customarily employed by organized workers to maintain and better their standards of living."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Women's and children's garment-making trade.

Government.—1. General executive board, composed of president, secretary-treasurer, and 15 vice presidents, 9 of whom shall be residents of New York City, comprises the executive and judicial power of the organization and exercises "general supervision."

2. Joint boards: When two or more locals of each branch of the trade exist in any one city or locality, joint boards must be formed consisting of an equal number of delegates from each local. "The main object of the joint board shall be to attend the complaints of members against employers; to supervise or control union shop; to organize nonunion shops and to see to it that harmony prevails among the local unions affiliated with it. Adjustments by the joint boards of disputes with employers shall be binding upon the local unions."

3. Local unions: Subordinate, but "with power to enact and enforce such local by-laws as may be considered necessary." "Members of local unions are primarily members of the International Ladies' Garment Workers' Union and subject to its orders, rulings, and decisions."

4. Convention: Meets biennially; enacts legislation and elects general officers. Constitutional amendment by convention only. (No referendum.)

Qualifications for membership.—Any worker engaged in the ladies' garment industry is eligible to membership, except foremen, forewomen, and anyone having the power to hire and discharge. Male and female membership.

Apprenticeship regulations.—None.

Agreements.—Generally negotiated by joint boards with manufacturers' associations.

Benefits.—Unemployment insurance.

Official organ.—Justice, Giustizia and Gerechtigkeit.

Headquarters.—3 West Sixteenth Street, New York City.

Organization.—Local unions organized on basis of the different subdivisions of the trade, such as cloak makers, dressmakers, designers, embroidery workers, etc.; in the largest cities these may in turn be divided into nationality groups: *United States*—California, 2; Connecticut, 8; Illinois, 8; Maryland, 1; Massachusetts, 8; Missouri, 2; New Jersey, 12; New York, 34; Ohio, 9; Pennsylvania, 7; Washington, 1; Wisconsin, 1. *Canada*—Manitoba, 1; Ontario, 4; Quebec, 6; *Total*, 104.

Membership.—87,000.

Glove Workers' Union of America, International

Affiliated to the American Federation of Labor.

Organized in Washington, D. C., on December 17, 1902, by delegates from a few local trade-unions of kid and heavy leather glove workers directly affiliated to the American Federation of Labor. When chartered as an international organization it was granted jurisdiction over wool gloves and mittens, and with the development of the manufacture of canvas work gloves the field was extended to the entire industry.

Objects.—"To thoroughly organize our craft; to regulate wages and conditions of employment; to establish uniform wages for the same class of work regardless of sex; to control apprentices; to reduce the hours of labor; to abolish contract and convict labor; to prohibit the employment of children under 16; to promote the use of the union label as the sole and only guaranty of union-made gloves."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture of gloves and mittens of cloth or leather.

Government.—1. Executive board, composed of president, secretary-treasurer, and seven vice presidents, has general supervision and authority.

2. Local unions "shall have privilege of adopting by-laws governing matters of local usage, provided they do not conflict with international constitution."

3. Convention: Biennial; enacts legislation and elects general officers. Constitutional amendments by referendum.

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Qualifications for membership.—Any person not an employer, superintendent, foreman or forewoman, who is actually engaged in the occupation of making gloves or mittens, is eligible to membership. Male and female membership.

Apprenticeship regulations.—Controlled by local unions, in so far as the apprentice system obtains.

Agreements.—Shop and wage agreements are negotiated by officers of local unions with local employers, subject to approval of the international union. Union-label contract is negotiated and signed by the international. Both agreements expire at the same time.

Benefits.—Strike and lockout (by special assessment).

Official organ.—Monthly bulletin.

Headquarters.—311 South Ashland Avenue, Chicago, Ill.

Organization.—Local unions only: California, 2; Illinois, 1; Minnesota, 1; Missouri, 1; New York, 1; Washington, 2. *Total*, 8.

Membership.—Not reported. American Federation of Labor voting strength, 700.

Hat, Cap, and Millinery Workers' International Union, Cloth

Affiliated to the American Federation of Labor.

Organized in New York City in 1901 as the United Cloth Hat and Cap Makers of North America. Nine independent local unions were represented at the organizing convention. The following year the union affiliated with the American Federation of Labor.

Jurisdiction was extended to the millinery trade in 1903. Extensive organization of millinery workers began in 1909 and lasted several years, during which time agreements with the organized employers were formed which materially improved conditions in the trade. In 1916 the United Hatters protested against the control of the millinery trade by the United Cloth Hat and Cap Makers, and two years later the dispute resulted in the expulsion of the Cloth Hat and Cap Makers from the American Federation of Labor.

The union continued to function successfully in both the cap and millinery trades, and in 1923 the United Hatters withdrew their claim to jurisdiction over the millinery trade by agreement with the United Cloth Hat and Cap Makers of North America, retaining two small locals in that branch of the industry and granting complete jurisdiction over all other millinery workers to the rival organization.

The cap makers reaffiliated with the American Federation of Labor at the 1924 convention, with its field of operation clearly recognized and defined in the new title, Cloth Hat, Cap, and Millinery Workers' International Union.

Objects.—"To improve our conditions and secure by united action our due share in the products of our labor; to establish a shorter workday; to elevate our moral and intellectual standard and develop our class consciousness by means of propaganda and the press; to cooperate with the national and universal labor movement for the final emancipation of the wage earner and for the establishment of the cooperative commonwealth."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture of men's, women's, and children's cloth hats and caps, and women's headgear made of cloth fabric, straw, combinations, varieties or novelties.

Government.—1. General executive board, composed of general president, secretary-treasurer, and 13 other members, "not less than 4 of whom shall be elected from locals outside New York City," exercises "executive and judicial power" between conventions.

2. Local unions: "To the subordinate unions is conceded the right to make all necessary laws for local self-government which do not conflict with the laws of the international organization."

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3. Convention: Meets biennially; enacts legislation and elects general officers. Constitutional amendments adopted by convention must be ratified by referendum.

Qualifications for membership.—Any cloth hat or cap maker or straw hat and millinery worker, male or female, above 16 years of age, knowing the trade, is eligible to membership. Foremen, forewomen, and other persons having the power to hire and discharge are ineligible.

Apprenticeship regulations.—"When a local is short in workers of any of the branches of the trade, the general executive board shall have the right to grant 10 per cent apprentices. * * * A father has the right to teach his son or daughter the trade."

Agreements.—Negotiated by committee of local union or local joint board, with manufacturers, either individually or associated.

Benefits.—Strike; sick; tuberculosis ($75 flat payment).

Official organ.—The Headgear Worker.

Headquarters.—621 Broadway, New York City.

Organization.—Local unions only: *United States*—California, 2; Colorado, 1; Connecticut, 1; Illinois, 5; Maryland, 1; Massachusetts, 2; Michigan, 1; Minnesota, 2; Missouri, 3; New Jersey, 1; New York, 11; Ohio, 2; Pennsylvania, 4; Wisconsin, 1. *Canada*—Ontario, 2; Quebec, 2. *Total*, 41.

Membership.—11,000.

Hatters of North America, United

Affiliated to the American Federation of Labor.

Organized in 1896. The earliest organization of the hatters was the Hatters' Union of Danbury, Conn., organized in 1810. Various unions were formed in the early half of the nineteenth century, which by 1854 had amalgamated into two national unions—the National Hat Makers and the International Hat Finishers. In 1896 these two organizations consolidated and became the United Hatters of North America.

Objects.—Not declared.

Territorial jurisdiction.—North America.

Trade jurisdiction.—The making and finishing of hats, which shall "include all work of whatsoever nature except the transporting of hats from one department to another and such work as is generally known as bugger-lugging.

"Finishing will comprise the following: Pouncing on lathe by hand or machine, winding, rounding, pressing, blocking, squaring, packing, wiring, leuring, curling, top-ironing, planing, setting, and any work done by hand or machine in curling or finishing departments and foremen of the same.

"Making will comprise coning, slipping, hardening, sizing and second sizing, scratching, brushing and clipping, shaving and pouncing, blocking, stiffening, clearing, squaring, and galvanizing, pinning out of all kinds by hand or machine in making department, and foremen of same.

"Trimming shall comprise trimming, banding, binding, snapping, tacking, stitching, welting, making and putting in linings, fitting, joining and sewing in leathers, either by hand or machine; foremen, forewomen and assistants.

"Wool-hat finishing will comprise the finishing of children's, boys' and men's soft and stiff hats, also finishing of ladies' soft and stiff hats.

"Panama: Graders, weighers-out, bleachers, sizers, blockers, pressers by hand or machine; flangers, sandbaggers, curling, welting, wiring, stitching, setting, fixing, schmearing, brushing, and packing, and the passers and foremen of same.

"Straw (men's hats): Sizing, welting, blocking, pressing, by hand or machine; washing, squaring, finishing, stamping, polishing, setting, packing, passers, and the foremen of same.

Government.—1. Board of directors and general executive board. The board of directors is composed of 14 members elected by the locals. Three members of the board of directors, with the president and secretary-treasurer, constitute the general executive board.

"The president shall have general supervision over the affairs of the association. * * * Any question passed by the general executive board shall be

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subject to appeal to the board of directors. * * * At any time the welfare of the trade may demand it the board of directors shall have power to make such laws or amendments to existing laws as will meet the wants of the occasion," such laws to be ratified by referendum within 60 days.

2. Local associations: Subordinate, but autonomy not defined. A percentage of earnings is collected by shop stewards from membership and remitted to association headquarters.

3. Referendum: General officers elected by referendum, and subject to recall.

4. Convention: Held every four years.

Qualifications for membership.—Any person over the age of 21 working at the hat-making trade is eligible to membership. Male and female membership. Applicants for membership must be American citizens or have applied for citizenship.

Apprenticeship regulations.—"To constitute a journeyman a boy shall be required to serve a regular apprenticeship of at least 3 consecutive years in a fair shop, and in all cases until he is 21 years of age. * * * Any boy in order to be eligible to be registered as an apprentice to learn the hatting trade must be able to speak the English language and also have a fair practical knowledge of it.

"Apprentices shall be distributed throughout the various departments of a factory in proportion to the number of men employed in each department.

"All shops under our jurisdiction shall be allowed apprentices in the following manner: Shops employing 10 men shall be entitled to 1 boy, and 1 boy more for each additional 10 men. In cases of shops having less than 10 men the local association shall have discretion in the matter and shall register boys or not in such shops as they think fit."

Agreements.—"Each shop shall regulate its own prices with the consent of the local executive board." Bills of prices shall be made for one year only.

Union label under control of general executive board and shop stewards.

Benefits.—Strike and death.

Official organ.—The Hatter.

Headquarters.—Bible House, New York City.

Organizations.—Local unions only: California, 2; Connecticut, 9; Illinois, 2; Massachusetts, 2; New Jersey, 6; New York, 6; Pennsylvania, 2. *Total*, 29.

Membership.—11,500.

Shoe Workers' Protective Union

Not affiliated to the American Federation of Labor.

Organized in Haverhill, Mass., in 1899, by secession of the Haverhill turn workers from the Boot and Shoe Workers' Union. It was a craft union until 1917, when it extended to other branches of the industry, chiefly by absorption of a number of small independent unions of various crafts.

The United Shoe Workers, also a secession dual union, was composed chiefly of lasters. It was founded in 1909 and by 1913 had expanded greatly, due largely to the absorption of a number of small independent locals among which were several unions of cutters and stitchers, still organized under the Knights of Labor.

At a convention held in Haverhill in 1924 the Shoe Workers' Protective Union and the United Shoe Workers merged into one organization under the title of the former older union.

A third group called the Amalgamated Shoe Workers of America was organized in 1922 by scattered locals of various crafts in Massachusetts and New York. This group has been gradually absorbed by the Shoe Workers' Protective Union.

Objects.—"Workers must organize in a labor union democratic in form, uncompromising in principle, and energetic in action. We recognize the necessity which confronts the shoe workers of organizing into local, national, or preferably one consolidated organization of the entire industry and we pledge

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our aid and assistance to any movement having such object in view which will not prove injurious to ourselves.

Territorial jurisdiction.—United States.

Trade jurisdiction.—The manufacture of shoes "in whole or in part."

Government.—General officers are president, secretary-treasurer, and a general council of nine elected members. The president "shall be the chief executive officer of the union."

2. Local unions: Largely autonomous. Constitution and by-laws subject to approval of general council.

3. Initiative, referendum, and recall. Nomination and election of general officers by referendum. Legislation and amendments to constitution by initiative and referendum.

4. Convention by referendum call only.

Qualifications for membership.—Any person over the age of 16 engaged in the manufacture of boots or shoes and component parts thereof, is eligible to membership. Male and female membership. Eligibility of foremen, forewomen, and supervisors, to membership is discretional with the local unions.

Apprenticeship regulations.—None.

Agreements.—Negotiated locally with individual manufacturers or manufacturers' associations.

Benefits.—Strike and death.

Official organ.—None.

Headquarters.—683 Atlantic Avenue, Boston, Mass.

Organization.—Local unions only: Illinois, 2; Massachusetts, 28; Missouri, 7; New Hampshire, 2; New Jersey, 2; New York, 7; Pennsylvania, 2. *Total*, 50.

Membership.—16,000.

Tailors' Union of America, Journeymen

Affiliated to the American Federation of Labor.

Organized in Philadelphia, Pa., in 1883. Historically the organization of tailors began before the nineteenth century. Three unions existed in 1806, one of which, that in Boston, celebrated a centennial of continuous existence in 1906. The first efforts at consolidation and national organization were made in 1865, when the Journeymen Tailors' National Trades Union was formed in Philadelphia by representatives from seven cities. This organization lived until 1876, when it disintegrated.

The various local unions comprising it continued to function, however, and at the instigation of the Philadelphia union they were again brought together in convention in that city in 1883, when the Journeymen Tailors' National Union of the United States was organized.

The introduction and development of the factory system in clothing manufacture, with its cheaper production and less-skilled workmen, produced a second organization known as the Tailors' Progressive Union, composed of what was known as "shop tailors." This organization belonged to the American Federation of Labor, as did the Journeymen Tailors. It favored amalgamation with the older union in order to control both kinds of work.

The custom tailors, however, feared the consequences of lowering craft standards sufficiently to let in the shop tailors and refused to amalgamate with or to take into membership the ready-made clothing workers. Thereafter, through devious steps, the United Garment Workers grew out of the Tailors' Progressive Union.

By agreement these two organizations, both affiliated to the American Federation of Labor, kept their jurisdiction fairly clear by drawing the line between the standardized factory product and

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the individual made-to-measure product. At one time this agreement also involved the selling price of the garment.

But difficulties arose with the introduction of "special order" tailoring in the garment factories. That system employed skilled tailors and threatened the whole merchant tailoring trade. Nevertheless, on three different occasions—in 1899, in 1901, and in 1903—the Journeymen Tailors rejected in referendum the proposal to admit the special-order tailors to membership. The attitude remained one of craft caste. In 1900 the special-order clothing workers formed a union of their own, which first affiliated to the American Federation of Labor as an entity and three years later amalgamated with the United Garment Workers. This left the Journeymen Tailors with a fast disappearing field of operation, especially in smaller cities and towns.

In 1909 the Journeymen Tailors' convention voted to extend its jurisdiction to "all workers engaged in the manufacture of legitimate custom tailoring, no matter what system of work is used." This jurisdiction was never specifically granted by the American Federation of Labor, and for four years the matter was not pressed, although amalgamation of all the unions in the garment industry was proposed and discussed during those years in various conferences of the needle trades unions.

With a more radical element in control of the union, the 1913 convention declared for industrial unionism and control of the tailoring trade, and changed the name of the organization to Tailors' Industrial Union.

This move resulted at once in a clash with the Ladies' Garment Workers' International Union and the United Garment Workers and the refusal of the American Federation of Labor to recognize either the claim or the new title.

When the Amalgamated Clothing Workers of America launched its movement for industrial organization of the clothing industry in 1914, the executive board of the tailors' union submitted to its members a proposal to become part of the new organization under an agreement drawn up by the executive officers of both unions. This proposal was approved by referendum vote of the tailors' union.

At the convention of the Amalgamated Clothing Workers in 1915 the executive board of the tailors' union constituted part of the steering committee, and the secretary of the tailors' union was elected to the secretaryship of the amalgamated body.

Meanwhile a disaffected element which from the first had protested the hasty nature of the referendum on amalgamation was rallying a following, under the leadership of the Chicago local, to demand a reconsideration. It succeeded in forcing the issue on the grounds that the membership did not realize that they were identifying themselves with an outlaw organization. The second referendum proposal, worded so as to reaffirm the old craft jurisdiction, allegiance to the American Federation of Labor, and repudiation of the alliance with the Amalgamated Clothing Workers, carried by a substantial margin.

Consequently, by the end of 1915, the Journeymen Tailors' Union had returned to its former status as a craft union, in recognized

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standing with the American Federation of Labor, and resumed its original title. It remains an organization of skilled men in the steadily diminishing field of merchant tailoring.

An extension of jurisdiction to cover cleaning, dyeing, and pressing was granted the Journeymen Tailors' Union by the American Federation of Labor in 1912. In 1916 this had occasioned a jurisdictional controversy with the laundry workers, since laundries had added cleaning processes to their line of work. This was adjusted in 1919 by an arbitration decision which gave to the Laundry Workers' International Union those cleaners, dyers, and pressers who were employed in laundries.

Later the Chicago local of cleaners and dyers withdrew from the Journeymen Tailors' Union and sought admission to the American Federation of Labor as a directly affiliated union. The decision of the executive council of the Federation in that connection was that because "of the expansion of the cleaning and dyeing industry to embrace work on products such as furs, gloves, ladies' garments, shoes, carpets, etc., coming under the jurisdiction of various national and international unions," it is "for the best interests of all concerned" that unions of workers engaged in cleaning, dyeing, and pressing should be directly affiliated American Federation of Labor locals.

In consequence, while the Journeymen Tailors' Union still claims jurisdiction, and has some locals of cleaners, dyers, and pressers, workers of this class are also organized in directly affiliated American Federation of Labor locals in some instances, and hold membership in the Laundry Workers' International Union in others.

Objects.—"The objects of the Journeymen Tailors' Union of America are, namely: To elevate the industry, to encourage a high standard of skill, to cultivate friendship and fraternity between the workers in the industry, to assist each other to secure employment, to secure the weekly system of employment, free shops, limit the hours of labor, and to use our influence with the lawmakers of each State and Province to secure the passage of laws that will prohibit sweating and home work, to secure adequate pay for our labor, to assist each other in case of need and distress; and by all honorable and just means to elevate the moral, social, and intellectual conditions of our members and all wage workers."

Territorial jurisdiction.—United States, Canada, and Newfoundland.

Trade jurisdiction.—Custom tailoring.

Government.—1. General officers: General secretary-treasurer, assistant secretary; general executive board of five members. Secretary-treasurer is the executive head of the organization. General executive board, elected by unions in and about headquarters, is a trial and appeal board.

2. Local unions: Largely self-governing; autonomy not defined in constitution.

3. Convention: Held quadrennially, enacts general legislation. Secretary-treasurer elected by referendum.

Qualifications for membership.—All workers engaged in the custom tailoring trade, in cleaning, dyeing and pressing, and bushelmen working in the clothing industry, are eligible to membership. Male and female membership.

Apprenticeship regulations.—"An apprentice is one who has no previous experience at tailoring, and at the expiration of three months, they shall become members of the union. The local union shall regulate the number of apprentices allowed in each shop and wages of the apprentices."

Agreements.—Negotiated by local unions, subject to approval of the general executive board, but must contain "a provision * * * demanding day or week work, free sanitary workshops adequately equipped as to tools, light, heat, ventilation, etc., and a limitation of hours."

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Benefits.—Strike and lockout; victimization; sick and disability; funeral.
Official organ.—The Tailor.
Headquarters.—6753 Stony Island Avenue, Chicago, Ill.
Organization.—Local unions only: *United States*—Alabama, 1; Arizona, 1; Arkansas, 1; California, 12; Colorado, 2; Connecticut, 2; District of Columbia, 1; Florida, 1; Georgia, 3; Illinois, 15; Indiana, 5; Iowa, 8; Kansas, 5; Kentucky, 2; Louisiana, 2; Massachusetts, 6; Michigan, 6; Minnesota, 3; Missouri, 4; Montana, 1; Nebraska, 2; New York, 5; North Carolina, 2; North Dakota, 1; Ohio, 10; Oklahoma, 3; Oregon, 2; Pennsylvania, 13; Rhode Island, 2; South Carolina, 2; South Dakota, 1; Tennessee, 4; Texas, 6; Utah, 2; Virginia, 4; Washington, 8; West Virginia, 4; Wisconsin, 12. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; Ontario, 7; Quebec, 1. *Newfoundland*, 1. *Total* 178.
Membership.—7,086.

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TEXTILES

ORGANIZATION in the textile industry is complicated both by dual unions and by the form of organization followed, which is in most cases that of a group federation of craft bodies which function practically autonomously. All of the textile organizations are founded on the principle of industrial unionism, but two of them have limited their jurisdiction to certain divisions of the industry—lace making in one case and silk manufacture in the other.

Two of the unions in the industry existed before the United Textile Workers was organized. These are the International Mule Spinners, which dates back to 1858, and the Chartered Society of Amalgamated Lace Operatives, founded in 1892. In 1919, the United Textile Workers sought to enforce its jurisdictional claim to the industry by absorbing these older unions. Both organizations refused to yield their autonomy and were in consequence expelled from the American Federation of Labor. They have continued since as independent bodies.

Secession movements away from the United Textile Workers resulted in a multiplicity of small unions in the textile industry during the years 1912 to 1922. Some of these were craft movements and some affected specific localities. Most of them have now been reabsorbed into the United Textile Workers, or have identified themselves with one or another of the independent bodies. Outstanding among these craft bodies which withdrew from the United Textile Workers is the American Federation of Full Fashioned Hosiery Workers. This group seceded in 1915, and functioned independently until 1922, when it returned to the United Textile Workers, keeping its autonomy and its control of the trade. It is now probably the largest and the most successful of the craft units composing the affiliated organization.

In 1916, a body of silk workers, which for five years preceding had been organized under the textile department of the Industrial Workers of the World, withdrew from that affiliation and joined the United Textile Workers. Three years later they seceded from the United Textile Workers and formed the Associated Silk Workers of America. This has been, since 1919, an independent federation of craft unions operating exclusively in the silk and artificial silk branches of the industry.

The organization in this group most definitely and clearly dual to the United Textile Workers and almost identical to it in structure and jurisdiction, is the American Federation of Textile Operatives. This is a secessionist body formed originally as the outcome of the Fall River and New Bedford strikes of 1916. A second secession movement affecting the United Textile Workers followed the Lawrence strike of 1922. This resulted in the organization of the Amalgamated Textile Workers' Union. This movement was con-

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fined almost entirely to the Lowell and Lawrence mills, and died out in 1925. After the Amalgamated Textile Workers' Union disbanded, its membership was largely taken over by the American Federation of Textile Operatives. One of the component craft divisions of that organization is the National Loom Fixers' Association which, until 1928, was in fair control of that craft in New England. In 1928, however, the loom fixers of New Bedford, representing about half the membership of the association, withdrew and joined the United Textile Workers, thus splitting jurisdiction over loom fixing in the New England territory between the two organizations. The 1929 convention of the American Federation of Textile Operatives defeated decisively the proposal to return in a body to the United Textile Workers.

The Amalgamated Lace Operatives, the International Mule Spinners, the American Federation of Textile Operatives, and a small local union of tapestry carpet weavers in Philadelphia have formed a delegate body called the Federated Textile Union. It has no special economic significance.

Still another industrial union, operating in the same fields and drawing membership from nearly all the older organizations, has come into national existence within the past year. This is the National Textile Workers' Union, started in 1928 (see p. 2).

Textile unions for which data appear in the following section are as follows:

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Lace Operatives of America, Amalgamated

Not affiliated to the American Federation of Labor.

Organized in Philadelphia, Pa., in 1892. It was first known as the Chartered Society of Amalgamated Lace Curtain Operatives of America. With the extension of jurisdiction to the entire lace industry the word "curtain" was dropped from the title. The society was affiliated to the American Federation of Labor from its establishment until 1919, when its charter was revoked on account of its refusal to merge with the United Textile Workers. Recently its title has been simplified by the elimination of the words "Chartered Society."

Objects.—"The object of this organization shall be to maintain by its united influence a fair remuneration for its labor; to regulate the relations between employer and employee; to improve the moral, intellectual, social and economic conditions of its members; and to endeavor to avoid all labor conflicts and their attendant bitterness and pecuniary loss, by resort to conciliation in the settlement of all disputes concerning wages and conditions of employment."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The entire lace-making trade.

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Government.—The organization is composed of three separate and autonomous sections—the curtain section, the Lever section, and the auxiliary section—each of which elects its own officers and controls its own affairs. The curtain section is "composed of twist hands, readers and correctors working in the curtain and plain net branches of the trade." The Lever section is "composed of twist hands, draughtsmen, and machine fitters working in the Lever and Mechlin branches of the trade." The auxiliary section is composed of all others working at the trade, including "all help necessary in the manufacture and finishing of the products of the above-stated branches and their relative trade."

The amalgamation of the three sections is governed by three vice presidents, one from each section, and a secretary-treasurer elected by referendum vote of the entire membership.

2. Branches: Shop organizations governed by an advisory board composed of one member from each of the sections represented in the shop.

3. Convention: Biennial; enacts legislation governing the amalgamation. Constitutional amendments by convention and referendum.

Qualifications for membership.—Determined by each section.

Apprenticeship regulations.—"Any person between the ages of 18 and 25 years, operating a lace machine for less than three years, shall be known as an apprentice." Apprentice regulations made by each section separately.

Agreements.—Officials of each section negotiate with the manufacturers in the establishment of piecework rates and hours of labor prevailing in their respective branch of the trade. Other conditions of employment are established locally by the shop committees.

Benefits.—Death (member or wife); small lump-sum payment.

Official organ.—The American Lace Worker.

Headquarters.—545 West Lehigh Avenue, Philadelphia, Pa.

Organization.—Branches: Connecticut, 2; New Jersey, 3; New York, 6; Ohio, 1; Pennsylvania, 9. *Total*, 21.

Membership.—1,300.

Mule Spinners, International

This organization was founded in 1858 and has existed under various names since that time. It was affiliated to the American Federation of Labor until 1919, when it was suspended because of its refusal to merge with the United Textile Workers. It is a craft organization having jurisdiction over cotton mule spinners and has a membership of about 8,000 in the New England mills. It pays a strike benefit and a small lump-sum payment in case of accident or death by accident on duty. Headquarters are 56 Howard Street, Holyoke, Mass.

Silk Workers, Associated

Not affiliated to the American Federation of Labor.

Organized in Paterson, N. J., August 5, 1919. From 1911 to 1916 the organization which later became the Associated Silk Workers was identified with the Industrial Workers of the World as an industrial department. In 1916 it affiliated with the United Textile Workers, the American Federation of Labor union holding jurisdiction over the textile industry, as the silk division of that body. Dissension with the policies of the United Textile Workers began in 1919 and resulted in the withdrawal first of the broad silk weavers, who organized the Amalgated Silk Workers' Union, and then of certain of the ribbon workers, who formed a second independent body, the Associated Silk Workers. Shortly afterward these two seceding groups amalgamated under the name of the second union. The or-

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ganization thus formed soon drew the remaining organized silk workers away from the United Textile Workers. It has since held practical control of organization within the silk industry, although the United Textile Workers still claims jurisdiction, and the National Textile Workers' Union also covers silk workers.

Objects.—"The immediate aim of this organization shall be to better the economic, moral and intellectual condition of the workers in the industry."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The silk industry.

Government.—1. General executive officers: Secretary-treasurer, general organizers, and general executive board.

The general executive board is composed of representatives from each department, chosen on a proportional basis for a term of six months.

2. General membership meeting, held quarterly, "is the supreme legislative body." General officers elected annually at January meeting of the general membership, and subject to recall by the same body.

3. Shop, governed by shop chairmen and shop committees.

Qualifications for membership.—Any man or woman employed in the silk industry in any capacity is eligible to membership.

Apprenticeship regulations.—None.

Agreements.—Negotiated for each shop by a committee representing the workers in the shop, the employer, and an officer of the general organization. Definite duration forbidden by constitution.

Benefits.—Strike; death.

Official organ.—The Silk Worker.

Headquarters.—201 Market Street, Paterson, N. J.

Organization.—"The structure of this organization shall conform to the economic structure of the industry, with the shop as the basic unit."

Departments: (*a*) ribbon and hatband; (*b*) broad silk; (*c*) hard silk throwing; (*d*) reed and harness and mill supplies; (*e*) silk dyeing and finishing.

Branches: New Jersey, 3; New York, 2; Pennsylvania, 3. *Total*, 8.

Membership.—10,000.

Textile Operatives, American Federation of

Not affiliated to the American Federation of Labor.

Organized in Fall River, Mass., January 14, 1916, by the workers in the textile mills of Fall River and New Bedford who withdrew from the United Textile Workers. The first name of the organization was National Amalgamation of Textile Workers. This was changed in 1922 to the American Federation of Textile Operatives to distinguish it from the Amalgamated Textile Workers' Union which sprang up in Lawrence during the strike of 1922. This latter organization disbanded in 1925 and its membership has been largely absorbed by the American Federation of Textile Operatives. Like the United Textile Workers, the American Federation of Textile Operatives is a federation of autonomous craft bodies. The largest and most important of these is the National Loom Fixers' Association. In 1928 the loom fixers of New Bedford, Mass., withdrew from the National Loom Fixers' Association and the American Federation of Textile Operatives, and affiliated with the United Textile Workers, thus materially lessening the strength of the National Loom Fixers' Association.

Objects.—"The objects of this federation are: (1) To establish and maintain as far as possible a uniform rate of wages upon as high a standard as possible consistent with the true interests of trade as affecting the textile operative. (2) To protect wage earners from illegal or unjust reductions in their wages; unjust treatment of whatever nature that the unfair employer will endeavor to subject them to. (3) To secure to all workers the full enjoyment of the

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wealth they create, and sufficient leisure in which to develop their intellectual, moral, and social faculties. (4) To secure all the benefits of recreation and pleasure of organization—in a word, to enable workers to share in the gains and honors of civilization."

Territorial jurisdiction.—The New England States.

Trade jurisdiction.—All branches of the textile industry.

Government.—1. "The government of this organization shall consist of a president, three vice presidents, secretary, treasurer, and 10 members who shall constitute an executive council, who shall exercise a general control over its affairs and property."

2. Local unions: Subordinate.

3. Convention: Held annually, elects general officers and enacts general legislation. Constitutional amendments by convention or by initiative and referendum.

Qualifications for membership.—Any person engaged in the industry is eligible to membership. Male and female membership.

Apprenticeship regulations.—Controlled by craft divisions.

Benefits.—Strike (by assessment).

Official organ.—None.

Headquarters.—142 Second Street, Fall River, Mass.

Organization.—Organized into autonomous branches of the various crafts in the industry—i. e., weavers, spinners, carders, etc.

Local unions: 16 in the New England States; distribution not reported.

Membership.—6,000.

Textile Workers of America, United

Affiliated to the American Federation of Labor.

Organized in Washington, D. C., November 19, 1901. The National Union of Textile Workers was organized in 1896 from directly affiliated American Federation of Labor locals. The organization was short lived, however, and soon dissolved into scattering locals affiliated to the federation. These were once more brought together in 1901 in an organization chartered by the American Federation of Labor as the United Textile Workers of America.

Objects.—"The objects of this organization are, first, to establish and maintain as far as possible a uniform rate of wages upon as high a standard as possible, consistent with the true interest of trade as affecting textile workers; to protect its members from illegal or unjust treatment of whatever nature that any employer may endeavor to subject them to; to protect, educate and elevate, by the use of all honorable means, all the textile operatives of America in whatever branch employed; to secure for the workers the full enjoyment of the wealth they create; sufficient leisure in which to develop their intellectual, moral, and social faculties, all of the benefits, recreations, and pleasures of association, in a word, enable them to share in the gains and honors of advancing civilization; to persuade employers to agree to arbitrate differences which may arise between them and their employees when all other means have failed; to use all efforts to secure, by all fair and honorable means, all reasonable labor legislation affecting the textile workers, particularly the women and children, and furthermore, to use our utmost endeavors to organize all textile workers to secure unity of action through our economic force, believing that an injury to one is the concern of all."

Territorial jurisdiction.—North America.

Trade jurisdiction.—The textile industry.

Government.—1. "The government of this organization shall consist of a president, two vice presidents, a secretary-treasurer and nine members who shall constitute an executive council. They shall exercise a general control over its affairs and property."

2. Textile councils: Delegate bodies formed in vicinities where two or more local unions exist. Affiliation compulsory. "Textile councils may adopt such trade rules as the members thereof may deem expedient or judicious, but they shall not adopt any rule which conflicts with the constitution or by-laws of the United Textile Workers."

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3. Local unions: "All local unions shall be allowed such local autonomy as does not conflict with international laws." Dues fixed by constitution.
4. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention. No referendum.

Qualifications for membership.—Any person actually working in a textile mill is eligible to membership. Male and female membership.

Apprenticeship regulations.—Such apprenticeship systems as exist are regulated locally by the various crafts within the industry.

Agreements.—Negotiated locally by crafts, each division controlling its own wage scale and working conditions.

Benefits.—Strike donations and funeral.

Official organ.—The Textile Worker.

Headquarters.—Bible House, New York City.

Organization.—Local unions only: Alabama, 4; California, 2; Connecticut, 24; Georgia, 7; Illinois, 5; Indiana, 2; Iowa, 2; Maine, 14; Massachusetts, 51; New Hampshire, 27; New Jersey, 29; New York, 31; North Carolina, 19; Ohio, 4; Pennsylvania, 39; Rhode Island, 36; South Carolina, 11; Tennessee, 7; Texas, 2; Vermont, 5; Wisconsin, 8. *Total*, 329.

Membership.—American Federation of Labor voting strength, 30,000.

Hosiery Workers, American Federation of Full Fashioned

Organized August 30, 1913, as a craft federation, chartered as local unions of the United Textile Workers of America. In 1915, the entire federation with the exception of the largest local union, the Philadelphia local, withdrew from the United Textile Workers of America. The organization functioned independently until 1922, when it reaffiliated with the parent body, keeping, however, its status as an autonomous group. It has its own officers and holds conventions independent of that of the United Textile Workers. It publishes The Hosiery Worker as its official organ. Branches of the American Federation of Full Fashioned Hosiery Workers, which are also chartered as local unions of the United Textile Workers, are: *United States*—Connecticut, 1; Indiana, 3; Kentucky, 1; Massachusetts, 5; New Jersey, 6; New York, 4; North Carolina, 1; Pennsylvania, 5; Rhode Island, 1; Wisconsin, 2. *Canada*—Ontario, 2. *Total*, 31.

The local unions maintain voluntary sick benefit organizations, paying $20 per week for 26 weeks in any one year. The national organization maintains a voluntary insurance association and pays strike benefits.

Headquarters of the group are at 2530 North Fourth Street, Philadelphia, and there are approximately 15,000 members.

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FOOD, LIQUOR, AND TOBACCO

IN THIS group classification are six organizations affiliated to the American Federation of Labor and one independent industrial union. One of the affiliated unions, the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers, is definitely an industrial union, having waged a long and victorious struggle within the American Federation of Labor for control of the various craftsmen employed in the brewing industry. Prohibition resulted in structural changes within the organization, as well as in loss of membership. Although so far it has not met with much success, the union is trying to shift its field from brewing to certain branches of the food industry. Extension of jurisdiction to soft drink and yeast manufacture was followed by an effort to secure control of flour and cereal mills and grain elevators.

The Bakery and Confectionery Workers' International Union is one of the old organizations. Starting in 1886 with journeymen bakers, it has extended its field to candy and ice-cream manufacture.

The German bakers of New York City withdrew from the Bakery and Confectionery Workers' Union, and after several years of independent activity they joined with another independent group, the Hotel, Restaurant, and Caterers' Federation, in 1921, to form the Amalgamated Food Workers of America. This is an industrial union which aims at control, not only of the manufacture and distribution of food, but of its service as well, a field which among the American Federation of Labor unions is covered by the Hotel and Restaurant Employees' International Alliance. As at present organized, the Amalgamated Food Workers encroaches to a limited degree on the chartered jurisdictions of three American Federation of Labor unions—the Bakery and Confectionery Workers, the Hotel and Restaurant Employees' International Alliance and Bartenders' International League, and the Amalgamated Meat Cutters and Butcher Workmen. The last mentioned is an organization of workers in slaughter and packing houses, which also claims jurisdiction over meat cutters and sausage makers in wholesale and retail shops.

The Cigar Makers' International Union has been in continuous existence since 1864 and was largely responsible for the establishment of the American Federation of Labor. It began as a strictly craft union of skilled hand workers, but the introduction of machinery into the industry has materially changed the make-up of the union, although it still limits its field to the manufacture of cigars and tobacco cigarettes.

The Tobacco Workers' International Union, a small affiliated organization, has jurisdiction over the manufacture of smoking and chewing tobacco and paper cigarettes.

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Bakery and Confectionery Workers' International Union of America

Affiliated to the American Federation of Labor.

Organized in Pittsburgh, Pa., January 13, 1886. Organization of bakers began as early as 1880, but it was sporadic, with unions springing up at various times in the cities and dying out again without getting a foothold in the trade. In 1885 a weekly paper was established by the former secretary and a handful of survivors of the New York union which in 1880 had conducted a successful strike. The paper, Deutsch-Amerikanische Bäcker-Zeitung, printed in German, was a trade and propaganda organ which soon gained a wide circulation and exerted a strong influence on the German bakers throughout the country. As a result of the paper's agitation and educational work the moribund unions revived locally, and met in national conference in Pittsburgh in 1886. Twenty delegates representing 17 cities founded the Journeymen Bakers' National Union of North America.

Later jurisdiction was extended to candy and ice-cream makers, and in 1903 the name Bakery and Confectionery Workers' International Union was adopted. The original publication remains as a distinct part of the official organ of the union.

Objects.—"The international union aims at the promotion of the material and intellectual welfare of all workers in the baking and confectionery industries: (1) by organization; (2) by education and enlightenment by word and pen; (3) by the reduction of the hours of labor and maintaining adequate wage standards; (4) by gradually abolishing such evils as may prevail in these industries; (5) by establishing labor bureaus wherever possible; (6) by assisting members in matters concerning the union; (7) by assisting local unions in the abolition of night work and establishing daywork in localities where local conditions make is possible to do so; (8) by making propaganda for the 6-hour workday and the union label."

Territorial jurisdiction.—United States and possessions and Canada.

Trade jurisdiction.—Bread, cake, pie, cracker, pretzel, pastry, candy, and ice cream manufacture.

Government.—General executive board, composed of 15 members, is the controlling body and "represents the international union in every respect." It shall "make such provisions and rules as may become necessary for the best interests of the organization," shall be "the governing body and guardian of the international union label. * * * decide all questions of jurisdiction and law, and shall have full power to authorize strikes."

The general executive board is made up of "the quorum," consisting of 4 members selected by the local unions in the vicinity of the international headquarters (Chicago), and 11 other members elected by and representing the 11 territorial districts.

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The quorum must hold a meeting at least once every two weeks and act upon all business coming before it. Its decisions are subject to approval by a two-thirds vote of the 11 nonresident members of the general executive board.

The other international officers are the international executive secretaries—corresponding secretary, financial secretary, and secretary-treasurer—and the international general organizers.

2. Local joint executive boards: "Wherever more than one local union exists in any one city or vicinity, a local joint executive board must be formed, with full power to adjust all differences between locals and members and their employers, subject to approval of the general executive board" and "make laws and rules * * * to enforce the working conditions adopted by the locals. * * * The local joint executive board shall be the controlling body in all strikes and lockouts."

3. Local unions: "Every local union shall have the right to adopt by-laws, which, however, must be in accord with the constitution of the international union," and may appeal all decisions of the general executive board to the ensuing convention or to referendum.

Local unions may organize apprentices and helpers into auxiliary unions under their jurisdiction.

4. Convention: "The convention is empowered to amend the constitution; to reform the organization of the international union; and to take all steps which it judges to be in the interests of the union." Conventions held triennially.

5. Referendum: General officers nominated and elected by referendum. All laws passed in convention, and decisions and rules of the general executive board, are subject to ratification by referendum.

Qualifications for membership.—"Any person of good character actually employed in any of the industries mentioned in this constitution may become a member" of the union; but "no candidate for membership shall be accepted who is not a citizen of the United States or Canada, or has not declared his or her intention to become such." Male and female membership.

Male applicants must pass a physical examination by a "duly licensed, reliable physician" selected by the local union, to be eligible to benefits. Those failing to meet the physical requirements are admitted as nonbeneficiary members.

Apprenticeship regulations.—Apprenticeship term, two years, during which the apprentice "must be thoroughly instructed in all branches of the trade."

Ratio is generally one apprentice to four or to five journeymen. (Provided for in agreements, not by constitutional requirement.)

Agreements.—Negotiated by local unions on terms approved by general executive board prior to conference. Agreements are generally made with individual employers. International officers assist in negotiations if called upon by local to do so.

Benefits.—Strike and lockout; sick; death (member and wife). Female members not eligible to benefits.

Official organ.—The Bakers' Journal and Deutsch-Amerikanische Bäcker-Zeitung.

Headquarters.—2719 Best Avenue, Chicago, Ill.

Organization.—Districts:

District No. 1. New York and New Jersey.

District No. 2. Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, and Connecticut.

District No. 3. Pennsylvania, Maryland, Delaware, District of Columbia, Virginia, and West Virginia.

District No. 4. North Carolina, South Carolina, Georgia, Alabama, Tennessee, Louisiana, Mississippi, Florida, and Porto Rico.

District No. 5. Ohio, Kentucky, Indiana, and Michigan.

District No. 6. Illinois, Missouri, Arkansas, Oklahoma, and Texas.

District No. 7. Minnesota, Wisconsin, Iowa, North Dakota, and South Dakota.

District No. 8. Colorado, Nebraska, Kansas, Wyoming, and New Mexico.

District No. 9. California, Nevada, Arizona, and Utah.

District No. 10. Washington, Oregon, Idaho, Montana, Alberta, British Columbia, and Alaska.

District No. 11. Canada with the exception of British Columbia and Alberta.

District councils: District No. 1, Hebrew Joint Organization, New York City; No. 6, headquarters in St. Louis; No. 10, headquarters in Oakland, Calif.

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Joint executive boards: New York City, N. Y.; Los Angeles, Calif.; Detroit, Mich.; Springfield, Mass.; New Britain, Conn.; Chicago, Ill.; Baltimore, Md.; Pittsburgh, Pa.; Cleveland, Ohio.

Local unions: *United States*—Arizona, 2; Arkansas, 1; California, 13 (1 auxiliary); Colorado, 2; Connecticut, 13; District of Columbia, 1 (2 auxiliaries); Illinois, 26 (1 auxiliary); Indiana, 6; Iowa, 4; Kansas, 1; Kentucky 1; Louisiana, 2; Maryland, 3; Massachusetts, 15; Michigan, 3; Minnesota, 3; Missouri, 5; Montana, 4; Nebraska, 1; Nevada, 1; New Hampshire, 2; New Jersey, 15; New York, 20; Ohio, 13; Oklahoma, 3; Oregon, 1; Pennsylvania, 10; Rhode Island, 2; South Dakota, 1; Texas, 5; Washington, 8 (1 auxiliary); Wisconsin, 7; Wyoming, 1. *Canada*—Alberta, 1; British Columbia, 1; Ontario, 2; Quebec, 2. *Total*, 201 journeyman, 5 auxiliary locals.

Membership.—27,030.

Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of United

Affiliated to the American Federation of Labor.

Organized in Baltimore, Md., August 29, 1886. The earliest form of organization among the brewery workers was in mutual aid societies which sprang up during the fifties. The first labor union was organized in Cincinnati on December 26, 1879, New York following in 1881, with a strong local organization which, however, met a serious defeat in a strike later in the year and broke up. For several years thereafter organization of brewery workers in New York was carried out in strict secrecy under the Knights of Labor. An aggressive and successful boycott of the products of antiunion breweries carried out in 1886 by labor organizations in other crafts brought the brewery organization of New York into the open. All the breweries in New York City were organized and covered by an agreement which recognized the union.

Local organizations in various cities followed rapidly. In August, 1886, delegates from five cities met in Baltimore and organized the National Union of Brewers of the United States. An official journal was established at once, the first number appearing on October 1, 1886. The new national union affiliated with the American Federation of Labor in March, 1887. The next convention, held in Detroit in 1887, expanded the organization to cover the entire industry and changed its name to National Union of the United Brewery Workmen of the United States.

The policy of industrial unionism proclaimed by the brewery workers from the beginning resulted in a succession of long-drawn-out jurisdictional disputes with the craft organizations in the American Federation of Labor—first the coopers, then the firemen and engineers, and then the teamsters. At the insistence of these combined organizations the charter of the brewery workmen was revoked by the American Federation of Labor in 1907 on the grounds of encroaching on established jurisdictions and refusal to comply with convention decisions. The federation, however, was forced to reconsider this action, and in 1908 the brewery workmen were rechartered with a recognized jurisdiction "over all workers employed in the brewery industry."

Prohibition demanded readjustments within the brewery industry and the extension of jurisdiction of the United Brewery Workmen to soft-drink manufacture. This was followed in 1918 by an incursion into flour and cereal milling, a jurisdiction previously held by the

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International Union of Flour and Cereal Mill Employees, but which was left unclaimed after the collapse of that organization in 1910.

This comprehensive jurisdiction was recognized in the expansion of the title of the brewery workers to International Union of United Brewery, Flour, Cereal, and Soft Drink Workers, under which title it was rechartered by the American Federation of Labor in 1918.

Objects.—"The organization seeks to promote the material and the intellectual welfare of the workers [in the industry] by means of organization, education, and enlightenment by word and pen; reduction of the hours of toil and increase of wages; active participation in the political labor movement in the country on independent labor class lines."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Brewery, flour, cereal, malt, grain elevator, yeast, vinegar, alcohol, wine, cider, cereal beverage, soft-drink and mineral-water workers.

Government.—1. General executive board of 16 members, including two general secretaries, a general organizer, one representative from each of the nine geographic districts, and four members chosen from locals of the city in which international headquarters is located, is the controlling body. The quorum, composed of the two general secretaries and the four resident members, is the administrative medium.

2. Joint local executive boards: "In places where there are more than one union of the international organization it is imperative to form a joint local executive board," which "shall be the controlling body in all strikes and lockouts. * * * shall have control of the union label" and "shall deal with all questions and transact such business as may be in the interest of the local unions."

3. Local unions: "All local unions shall reserve the right to adopt special local constitutions and by-laws, providing such constitutions are in concert and accordance with the laws of the international organization and are indorsed by the general executive board."

Branches: Branches of local unions may be formed of more than 5 and less than 20 in places where there are not enough to form and maintain a local. Such branches are under the control and regulation of the parent local.

4. Convention: Held triennially; enacts legislation and nominates general executive board members. Constitutional amendments either by convention or referendum. Election of officers by referendum.

Qualifications for membership.—Actual employment in the industry and citizenship or first naturalization papers are required. Foremen and office employees not eligible. Male and female membership.

Apprenticeship regulations.—Established locally in agreements with employers. Term of apprenticeship is generally two years. Ratio of apprentices to journeymen varies.

Agreements.—"Local unions are obliged to submit their contracts to the joint local executive board and the general executive board for indorsement before they are submitted to proprietors * * *. When making new contracts at least those minimum wages and maximum hours as decided by the convention shall be demanded and enforced," and "it shall be obligatory upon all unions to insert the arbitration clause in all contracts."

Benefits.—Strike and lockout.

Official organ.—The Brewery, Flour, Cereal and Soft Drink Workers' Journal.

Headquarters.—2347–2351 Vine Street, Cincinnati, Ohio.

Organization.—Joint executive boards: San Francisco, Calif.; New Haven, Conn.; Chicago, Ill.; New Orleans, La.; Baltimore, Md.; Boston and Worcester, Mass.; Minneapolis and St. Paul, Minn.; St. Louis, Mo.; Hudson County (Jersey City) and Newark, N. J.; Albany and vicinity, Brooklyn, Buffalo, New York City, and Syracuse, N. Y.; Cincinnati, Columbus, and Toledo, Ohio; Philadelphia, Pittsburgh, Scranton, Wilkes-Barre and vicinity, Pa.; San Antonio, Tex.; and Seattle, Wash.

Local union organized by departments (brewers, soft-drink workers, bottlers, drivers, etc.) in large centers: *United States*—California, 14; Colorado, 2; Connecticut, 4; District of Columbia, 1; Illinois, 22; Indiana, 3; Iowa, 1; Kentucky, 2; Louisiana, 2; Maryland, 4; Massachusetts, 6; Michigan, 1; Minnesota, 6; Missouri, 9; Montana, 2; New Jersey, 8; New York, 27; North Dakota, 1; Ohio, 20; Oregon, 1; Pennsylvania, 26; Rhode Island, 2; Tennessee, 3; Texas, 5;

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Utah, 2; Washington, 6; Wisconsin, 20; Wyoming, 2. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 1; Ontario, 7. *Total*, 216.

Membership.—16,000.

Food Workers of America, Amalgamated

Not affiliated to the American Federation of Labor.

Organized in New York City in 1921. This organization, founded on strictly industrial lines, is an amalgamation of bakers and confectioners who had seceded from the Bakery and Confectionery Workers' Union, affiliated to the American Federation of Labor, and an independent organization established in 1916 known as the Hotel, Restaurant and Caterer Workers' Federation. The first name adopted by the amalgamated organization was International Workers in the Amalgamated Food Industry. In 1923 this name was changed to the Amalgamated Food Workers.

Objects.—"Being guided by past experience, we are convinced that it is impossible to accomplish anything worth while by following the old system of craft or trade-unionism; to cope with the present situation successfully the workers must organize and combine industrially on the economic field on the principle of the class struggle. In advocating these principles we still recognize the necessity for the workers to fight continually to shorten the workday, increase the pay according to the standard of living and the development of the industry and cooperate with all other workers who struggle for the abolition of the wage system and the complete emancipation of labor."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The manufacture, packing, preparing, distributing, and serving of foodstuffs of all descriptions.

Government.—1. Shop unit: "All the workers employed in one establishment shall constitute a shop unit which shall deal with matters arising in and pertaining to that particular establishment."

2. Branches or locals: "All the members in one city or locality shall constitute a branch or local with full power to elect their own officials or appoint them in emergencies for their territory; enact by-laws that shall not conflict with this constitution; have their own treasury and control of matters pertaining to the workers in the industry within their territorial jurisdiction."

3. Central executive board, composed of representatives elected by the branches or locals. The duties of the central executive board shall be: "to control all matters of general interest to the organization; supervise the work of the officials; decide all questions of jurisdiction or dispute between branches of locals * * * and pass upon such other matters as may properly come before it."

Central executive board elects from its members an executive committee of three members, one representing each section of the industry; that is, hotel workers, butcher workers, and bakery workers. This executive committee has general executive supervision over the organization.

4. Convention: Held biennially. Constitutional amendments by convention and referendum. General officers nominated and elected by referendum.

Qualifications for membership.—All wage earners employed in the industry are eligible to membership except persons employed as representatives of the employers. Male and female membership.

Apprenticeship regulations.—None.

Agreements.—Negotiated locally with the approval of the central executive board. Constitution requires that "no agreement with any specified time limit shall be signed between this organization and an employer."

Benefits.—Sick, death (member and wife from contributory fund), strike (by locals).

Official organ.—Free Voice of the Amalgamated Food Workers.

Headquarters.—799 Broadway, New York, N. Y.

Organization.—Locals only: Hotel workers section—Connecticut, 2; Illinois, 1; New Jersey, 1; New York, 3; Pennsylvania, 1. Butcher workmen section—

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New Jersey, 2; New York, 1; Pennsylvania, 1. Bakery workmen section—Nebraska, 1; New Jersey, 2; New York, 7; Pennsylvania, 4. *Total*, 26.
Membership.—12,000.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America

Affiliated to the American Federation of Labor.

Organized in Detroit, Mich., in December, 1890, as the Waiters and Bartenders' National Union of the United States. It was formed from several organization of cooks and waiters chartered by the American Federation of Labor as directly affiliated local unions. In 1898 the name of the organization became Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America. An attempt in 1915 to separate the two branches of work into separate organizations proved unsuccessful.

Objects.—Not declared.
Territorial jurisdiction.—United States and Canada.
Trade jurisdiction.—The catering industry, and serving of beverages and food, and personal service employees in hotels and clubs.
Government.—1. General executive board, composed of president, secretary-treasurer, and eight vice presidents, one of whom shall be a woman. The president is the executive head of the organization, with comprehensive powers.
2. Local joint executive board, which must be formed wherever more than one local exists in any one city or vicinity, have "full power to adjust all differences between locals and members" or between locals and employers. They "may make such laws and rules as do not conflict with the international constitution to govern themselves and to enforce the scale of wages and hours adopted by the locals," but "by-laws for the government of local joint executive boards shall be uniform, issued from the headquarters of the international."
3. Local unions: "The use of the international constitution is mandatory; local unions have the power to enact their own by-laws, provided they do not conflict with the international constitution."
4. Convention: Meets biennially, elects general officers, enacts legislation. Constitutional amendments by convention vote or by initiative and referendum.
Qualifications for membership.—Citizenship or citizenship intention. Applicants "are accepted on probation; if after six months no objection is filed with the local, the applicant becomes a full-fledged member." Male and female membership.
Apprenticeship.—Controlled by local unions.
Agreements.—Negotiated locally, generally with individual employers.
Benefits.—Strike; death.
Official organ.—The Mixer and Server.
Headquarters.—528–530 Walnut Street, Cincinnati, Ohio.
Organization.—Joint executive boards: California—Los Angeles and San Francisco; Colorado—Denver; Illinois—Chicago and South Chicago; Massachusetts—Boston; Michigan—Detroit; Minnesota—Minneapolis; Missouri—Kansas City and St. Louis; New Jersey—Hoboken, Newark, and Atlantic City; New York—Buffalo, New York City, and Rochester; Ohio—Cincinnati, Cleveland, and Toledo; Oregon—Portland; Pennsylvania—Philadelphia and Pittsburgh; Rhode Island—Providence; Utah—Salt Lake City; Washington—Seattle; Wisconsin—Milwaukee.
Local unions: *United States*—Alabama, 1; Arizona, 4; California, 36; Colorado, 6; Connecticut, 3; Delaware, 1; District of Columbia, 1; Florida, 2; Idaho, 4; Illinois, 22; Indiana, 1; Kentucky, 2; Louisiana 2; Maine, 1; Maryland, 1; Massachusetts, 10; Michigan, 2; Minnesota, 3; Missouri, 8; Montana, 10; Nebraska, 1; Nevada, 1; New Hampshire, 1; New Jersey, 10; New York, 21; Ohio, 12; Oklahoma, 6; Oregon, 13; Pennsylvania, 13; Rhode Island, 2; Tennessee, 1; Texas, 19; Utah, 2; Virginia, 1; Washington, 17; Wisconsin, 4; Wyoming, 7. *Canada*, 9. *Total*, 260.
Membership.—37,969.

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Meat Cutters and Butcher Workmen of North America, Amalgamated

Affiliated to the American Federation of Labor.

Organized in 1897 from a group of directly affiliated American Federation of Labor local unions.

Objects.—"The object of this organization shall be the elevation of the position of its members, the maintenance of the best interests of the organization and to obtain, by conciliation or other means just and legal, a fair remuneration to members for their labor, and to afford mutual protection to members against obnoxious rules, unlawful discharge and other systems of injustice or oppression."

Territorial jurisdiction.—North America.

Trade jurisdiction.—The slaughtering and meat-packing industry, and "sausage makers and meat cutters no matter where employed."

Government.—1. Executive board, consisting of a president, nine vice presidents, and a secretary-treasurer, is "the highest authority in the order."

2. Local unions: Subordinate; constitution and regulations dictated by international.

3. Convention held quadrennially or biennially on referendum call. Enacts legislation and elects general officers. Initiative and referendum.

Qualifications for membership.—"All wage earners in any way connected with slaughtering and packing establishments, sausage makers and meat cutters no matter where employed, who are over 16 years of age, with the defined exceptions of superintendents, bookkeepers, office clerks, timekeepers and managers of wholesale houses" are eligible to membership. "Retail market owners and partnerships not employing help and who are not members of any employers' association may join either as active or honorary members." Male and female membership.

Apprenticeship regulations.—None.

Agreements.—Negotiated by local unions, generally with individual employers, but must be approved by the executive board.

Benefits.—Strike and lockout; death.

Official organ.—The Butcher Workman.

Headquarters.—160 North La Salle Street, Chicago, Ill.

Organization.—Local unions only: *United States*—Alabama, 1; Arizona, 1; Arkansas, 2; California, 26; Colorado, 3; Connecticut, 4; District of Columbia, 1; Florida, 2; Georgia, 1; Illinois, 34; Indiana, 5; Iowa, 3; Kansas, 1; Kentucky, 3; Louisiana, 2; Massachusetts, 1; Michigan, 4; Minnesota, 5; Missouri, 4; Montana, 5; Nebraska, 2; Nevada, 1; New Jersey, 4; New York, 24; Ohio, 7; Oklahoma, 3; Oregon, 8; Pennsylvania, 5; South Dakota, 1; Tennessee, 3; Texas, 5; Utah, 2; Washington, 6; West Virginia, 2; Wisconsin, 8; Wyoming, 4; Porto Rico, 1; Canal Zone, 1; *Canada*—British Columbia, 1. *Total*, 196.

Membership.—Not reported. American Federation of Labor voting strength, 11,800.

Cigar Makers' International Union

Affiliated to the American Federation of Labor.

Organized in New York City, on June 21, 1864. The first organization of cigar makers was formed in Cincinatti, Ohio, in 1845; the next, in Baltimore, Md., in 1851. Thereafter local organizations increased in number, but remained independent of one another until 1863, when a conference was held in Philadelphia. This conference led to a second one, held in New York City on June 21, 1864, at which the National Cigar Makers' Union was founded. Three years later the name was changed to the Cigar Makers' International Union.

This organization was among the first to establish the 8-hour day for its members. It adopted an 8-hour law at its 1885 convention and had established it in successful operation by May 1, 1886. It was also instrumental in launching the American Federation of Labor.

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Objects.—" For the amelioration and final emancipation of labor."

Territorial jurisdiction.—United States and possessions, Canada, and Cuba.

Trade jurisdiction.—The manufacture of cigars, including specifically work done by cigar makers, stemmers, strippers, banders, branders, labelers, and casers, and any other cigar factory employees.

Government.—1. Executive board composed of president and seven vice presidents. The president is the executive head of the organization, with wide powers.

The third vice president must be a member of and elected from a Canadian union.

2. Local unions: Autonomy limited.

3. Initiative and referendum.

4. Convention: Previous convention may set date which may be changed by referendum. General officers elected and legislation enacted by convention.

Qualifications for membership.—All persons engaged in the cigar industry, regardless of color or nationality, shall be eligible to membership; this shall include foremen, and manufacturers who employ no journeyman cigar makers. Male and female membership.

Class B membership: All persons other than cigar makers, engaged in the cigar industry, such as strippers, banders, branders, casers, or any other cigar-factory employees, shall be eligible to membership, entitled to only $100 death benefit and half regular strike benefits. They may also become regular members if they so elect. Class B dues are 50 per cent of regular dues.

Apprenticeship regulations.—All persons learning cigar making, stogie making or packing shall serve an apprenticeship, the time such an apprentice shall serve to be determined by the style of work learned. Those learning strictly hand work and packing shall serve not more than 3 years; mold work not more than 2 years; bunchmaking or rolling not more than 1 year; machine bunch breakers not more than 6 months; rolling machine bunches not more than 1 year, and automatic machine work not more than 6 months.

Local unions shall have power to stipulate the number of apprentices for each kind of work under their respective jurisdiction. Local unions shall submit their apprentice laws for approval by the international executive board.

Manufacturers who do not employ at least one journeyman for his full time shall not be allowed an apprentice.

Agreements.—Negotiated by local unions with local manufacturers with approval of international executive board. Locals act independently of each other and there is dissimilarity in bills of prices especially in different parts of the country. Union label issued by International through local secretaries to union shops conforming to laws laid down by the International. Closed shops: When a local union shall decide to close any shop to the members of the International Union, three officers of the local union shall furnish a full statement of the facts to the international president.

Benefits.—Strike, lockout, and victimization; life insurance, which may be drawn before death in case of total disability.

Official organ.—Cigar Makers' Official Journal.

Headquarters.—604 Carpenters' Building, Tenth and K Streets NW., Washington, D. C.

Organization.—Local unions only: *United States*—Alabama, 2; Arkansas, 1; California, 6; Colorado, 2; Connecticut, 15; Delaware, 1; District of Columbia, 1; Florida, 2; Georgia, 1; Idaho, 1; Illinois, 23; Indiana, 12; Iowa, 10; Kansas 3; Kentucky, 3; Louisiana, 2; Maine, 3; Maryland, 1; Massachusetts, 12; Michigan, 14; Minnesota, 5; Missouri, 7; Montana, 2; Nebraska, 2; New Hampshire, 3; New Jersey, 6; New Mexico, 1; New York, 30; Ohio, 12; Oregon, 2; Pennsylvania, 16; Rhode Island, 2; South Dakota, 3; Tennessee, 3; Texas, 3; Utah, 1; Vermont, 1; Virginia, 2; Washington, 3; West Virginia, 3; Wisconsin, 18; Porto Rico, 12. *Canada*—Ontario, 4; Quebec, 1. *Total*, 257.

Membership.—15,000.

Tobacco Workers' International Union

Affiliated to the American Federation of Labor.

Organized in St. Louis, Mo., May 25, 1895. Independent organizations of tobacco workers had been in existence since the early sixties, and were brought together in convention in St. Louis, in May, 1895, at which the National Tobacco Workers' Union of

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America was founded. Three years later the name was changed to Tobacco Workers' International Union.

Objects.—"The educational, social, economic, and fraternal betterment of all persons employed in the craft."

Territorial jurisdiction.—United States and possessions, Canada and Mexico.

Trade jurisdiction.—The manufacture of smoking and chewing tobacco, snuff, and paper-wrapped cigarettes.

Government.—General executive board, composed of president-secretary-treasurer, and six vice presidents. "The international president shall be the chief executive of the international union, * * *. The general executive board shall render such assistance to the president as he may require, and watch legislative measures directly affecting the tobacco workers generally."

2. Local unions: Largely autonomous; exact status not fixed by constitution.

3. Initiative and referendum: General officers elected by referendum; convention on referendum call only. Constitutional amendments by initiative and referendum, or by convention when held.

Qualifications for membership.—Applicants for membership, under 60 years of age, "may be elected upon their own statement." Male and female membership.

Apprenticeship regulations.—None.

Agreements.—Negotiated independently by local unions with individual employers. There is no uniformity as to terms or duration of contract. Union label controlled by locals.

Benefits.—Strike, lockout, and victimization; sick; death.

Official organ.—None.

Headquarters.—Our Home Life Building, Louisville, Ky.

Organization.—Local unions: Illinois, 1; Kentucky, 3; Louisiana, 1; Michigan, 1; Missouri, 2; New York, 3; North Carolina, 2; Pennsylvania, 3; West Virginia, 1; Wisconsin, 1. *Total*, 18.

Membership.—3,000.

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GLASS, CLAY, AND STONE

THERE are five national organizations in the glass industry, four affiliated to the American Federation of Labor and one independent. One union covers bottle making, another flint glass manufacture, and the remaining three cover window-glass factories. The window-glass organizations are dual so far as the craft is concerned, but there is a division of processes and of establishments which limits the activities of each. Two of them, the Window Glass Cutters and Flatteners' Association of America, and the Window Glass Cutters' League of America, are affiliated to the American Federation of Labor. The jurisdictional distinction between them is a technical one, based wholly on processes. The independent union, the Window Glass Cutters and Flatteners' Protective Association of America, covers machine glass manufacture, as do the affiliated unions, but, although it is not a company union, it confines its activities to the plants of a single manufacturing concern.

The National Brotherhood of Operative Potters holds jurisdiction over the pottery industry, and is the only union in that field.

The United Brick and Clay Workers of America, an affiliated union, covers clay mining and the manufacture of brick, tile, and terra cotta for whatever purpose used.

Quarrying of all kinds is claimed by the Quarry Workers' International Union, affiliated to the American Federation of Labor. Quarry products, after leaving the quarries, come under the jurisdiction of several affiliated unions. The Granite Cutters' International Association and the Journeymen Stonecutters' Association control the same kind of work on different materials, the jurisdiction of each specifically excluding the materials claimed by the other. The International Paving Cutters' Union exercises jurisdiction over the cutting of all stone used for paving purposes. The Marble, Stone and Slate Polishers, Rubbers and Sawyers claim all work mentioned in their title which is involved in building construction.

The various organizations in this classification are the following:

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Granite Cutters' International Association of America, The (classified under Building Trades)	37
Marble, Stone, and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers and Terrazzo Workers' Helpers, International Association of (classified under Building Trades)	41
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Brick and Clay Workers of America, United

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., May 18, 1894. The National Brick Makers' Alliance was organized in 1896 from a group of directly affiliated American Federation of Labor unions. It existed under this name until 1909, when because of extension of jurisdiction to the terra cotta industry, the name was changed to International Alliance of Brick, Tile, and Terra Cotta Workers. In 1915, as a result of dissension in the organization, a second organization was formed under the name of the United Brick and Clay Workers. The majority of the rank and file of the membership went with the second organization and after a short period of dual unionism an agreement was reached with the officers of the International Alliance of Brick, Tile, and Terra Cotta Workers through which that organization passed out of existence and the name of the new organization, United Brick and Clay Workers of America, became the official title of the brickmakers' union.

Object.—"The object of the union is to organize all the brick and clay workers of America, to raise the standard of wages, to reduce the hours of labor, to assist in securing employment, and by all honorable means improve the moral, intellectual, economic, and social status of its members."

Territorial jurisdiction.—United States.

Trade jurisdiction.—"All building, sewer, paving, fire, and ornamental brickmakers; all building tile, drain tile, and sewer pipe workers; all plain, ornamental, and architectural terra cotta workers; stoneware and art pottery workers; and clay miners."

Government.—1. Executive council, composed of president, nine vice presidents, and secretary-treasurer.

2. District councils, "formed at conventions only * * * shall have general supervision and control of all matters relating to agreements with employers; shall arrange the wage scale, hours of labor, and all details necessary to guard the interests of the unions within the district." Affiliation to a district council is mandatory on the part of local unions.

3. Local unions: "Each local union shall have power to fix its own by-laws, initiation fee, reinstatement fee, and dues, not in conflict with the constitution," except where a district council exists.

4. Convention: Meets biennially.

5. Initiative, referendum, and recall.

General officers and district council officers elected by referendum, yearly. Legislation by initiative and referendum.

Qualifications for membership.—Any man over 16 years of age working at the brick and clay industry, except foreman, is eligible to membership.

Apprenticeship regulations.—None.

Agreements.—Negotiated by locals except where district councils exist. Label under control of executive council.

Benefits.—Death.

Official organ.—The Union Clay Worker.

Headquarters.—Room 440, Webster Building, 327 South La Salle Street, Chicago, Ill.

Organization.—Local unions only: Connecticut, 6; Illinois, 30; Indiana, 3; Iowa, 2; Ohio, 9; Pennsylvania, 2; Texas, 1; Washington, 3. *Total*, 56.

Membership.—Not reported; American Federation of Labor voting strength, 5,000.

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Glass Bottle Blowers' Association of the United States and Canada

Affiliated to the American Federation of Labor.

Organized in Baltimore, Md., in 1890. The Glass Blowers' League dates back to 1846, and was one of the leading factors in the Knights of Labor movement. The Independent Druggist Ware League was organized in 1868, functioning chiefly in the Pittsburgh district and farther west. The various craft organizations met in Baltimore in 1890 and formed the United Green Glass Workers' Association. In 1891 the newly formed national organization withdrew from the Knights of Labor and remained an independent body until 1899, when it affiliated with the American Federation of Labor. The name was changed in 1896 to Glass Bottle Blowers' Association of the United States and Canada. In 1901 the bottle blowers then in the American Flint Glass Workers were transferred to the Glass Bottle Blowers' Association.

Objects.—"The objects of this association are to thoroughly unite all glass-bottle makers and others engaged in the industry for their mutual benefit and protection; to regulate and maintain a uniform price list throughout the trade; to enact and enforce such laws as may be deemed necessary for the purpose of successfully carrying on the work of the association, and to take an active interest in all things that promise to advance the interests of its members."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture of glass containers of all kinds.

Government.—1. Executive board, composed of president, vice president, and eight members elected by the convention, "shall exercise all the powers of the association between sessions. * * * The national president shall have general superintendence over and enforce all laws of the association."

2. Local unions: Subordinate; authority not fixed in constitution.

Glass factory employees' department: Subordinate to local branches.

3. Convention: Held annually, and decides "all questions affecting the general interests of the trade, such as making price lists, regulating wages, amending constitution and by-laws, confirming, modifying, or rejecting any act or acts of any officer, executive board, committee, or member of the association." Election of general officers by convention. No referendum.

Qualifications for membership.—Any man or woman employed in and around a glass plant is eligible to membership.

Apprenticeship.—None.

Agreements.—Agreement covering the skilled workers in the entire industry negotiated by executive board members and manufacturers.

Supplementary agreement covering the unskilled workers in the glass factory employees' department sometimes handled locally.

Benefits.—Strike and lockout; insurance (contributory).

Official organ.—None (The Bottle Maker discontinued).

Headquarters.—Colonial Building, Philadelphia, Pa.

Organization.—Local branches only: *United States*—California, 4; Illinois, 4; Indiana, 9; Louisiana, 1; Maryland, 2; Missouri, 2; New Jersey, 11; New York, 9; Ohio, 10; Oklahoma, 4; Pennsylvania, 26; South Carolina, 1; Tennessee, 1; Texas, 1; Virginia, 4; Washington, 1; West Virginia, 4; Wisconsin, 1. *Canada*, 4. *Total*, 99.

Membership.—6,000.

Glass Cutters and Flatteners Association of America (Inc.), Window

Affiliated to the American Federation of Labor.

Organized in Pittsburgh, Pa., April 15, 1904, by the machine workers in the window-glass industry, it was incorporated in the

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State of Pennsylvania in October, 1916. It was an independent organization until 1925, when it secured affiliation with the American Federation of Labor.

Objects.—"The objects of the association are to maintain a regular apprenticeship system and a higher standard of skill; to cultivate feelings of friendship among the members; to assist each other to secure employment; to reduce the hours of daily labor; to secure adequate pay for our work; to endeavor by proper means to elevate the moral, intellectual, and social conditions of all of our members; and to improve our trade."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Manufacture of window glass by machine processes.

Government.—1. General officers are: President, secretary-treasurer, and executive board of four cutters and four flatteners, and a wage committee of three cutters and three flatteners. The president is the executive head under the general supervision of the executive board.

2. Local unions, or preceptories: Subordinate; rules and regulations imposed by general organization.

3. Initiative and referendum: General officers elected by referendum. Legislation and constitutional amendments by initiative and referendum. No convention.

Qualifications for membership.—Memebrship is confined to practical window-glass cutters and flatteners employed in plants operating under the scale of the association.

Apprenticeship regulations.—Apprentices must be between the ages of 16 and 30 and serve an apprenticeship of three years. The president and executive board shall be empowered to determine the percentage of apprentices to be granted each year.

Agreements.—Wage scales negotiated for the industry by a wage committee elected by popular vote. Hours and working rules stipulated in constitution.

Benefits.—Death.

Official organ.—None.

Headquarters.—215–219 House Building, Pittsburgh, Pa.

Organization.—Local unions, or preceptories: Arkansas, 1; California, 1; Ohio, 1; Oklahoma, 1; Pennsylvania, 2; Texas, 1; West Virginia, 1. *Total*, 8.

Membership.—Not reported. American Federation of Labor voting strength, 800.

Glass Cutters and Flatteners' Protective Association of America, Window

Not affiliated to the American Federation of Labor.

Organized in Pittsburgh, Pa., October 3, 1909, as the result of a strike in the American Window Glass Co. plant.

Objects.—The objects of the association are: "To maintain the established custom of the trades; to establish a higher standard of skill; to cultivate a feeling of friendship among the members; to assist each other to secure employment; to reduce the hours of daily labor; to secure the highest standard of wages and best working rules possible for the trade of cutting and flattening; to endeavor by proper means to elevate the moral, intellectual, and social conditions of all our members."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Machine window-glass factories.

Government.—1. General officers are president, secretary, treasurer, and an executive board of six, three of whom shall be cutters, and three flatteners. The president is the executive head under the general supervision of the executive board.

2. Local unions, or preceptories: Subordinate; constitution, by-laws, and regulations imposed by general organization.

3. Initiative and referendum: General officers elected by referendum. Constitutional amendments by initiative and referendum.

Qualifications for membership.—Membership is confined to cutters and flatteners employed in the machine window-glass factories operating under the wage scale of the association. Inspectors, boss cutters, and boss flatteners, and

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their assistants, are ineligible and membership is forfeited upon leaving the employ of the designated factories.

Apprenticeship regulations.—Apprentices must be between the ages of 16 and 35 and serve three years. "The president and executive board shall be empowered to determine the percentage of apprentices to be granted each and every year." Brothers and sons of members of the association are given preference in granting apprenticeships.

Agreements.—A wage committee composed of three cutters and three flatteners elected by referendum vote has exclusive authority in the making of the wage scale. Hours and working rules fixed by constitution.

Benefits.—Death.

Official organ.—None.

Headquarters.—Bessemer Building, Pittsburgh, Pa.

Organization.—Locals only: Indiana, 1; Pennsylvania, 6 (membership is confined to factories of the American Window Glass Co.)

Membership.—600.

Glass Cutters League of America, Window

Affiliated to the American Federation of Labor.

Organized in Charleston, W. Va., December 6, 1917, as the Cutters League. The name was later changed to the present one.

Objects.—The objects and purposes of the Window Glass Cutters League of America are to maintain a regular apprentice system and a higher standard of skill; to cultivate a feeling of friendship among the membership; to assist each other secure employment; to reduce the hours of daily labor; to secure adequate pay for our work and to promote the interests and welfare of the members and their dependents."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Window-glass manufacturing plants using sheet-drawing machines.

Government.—1. National officers: President, secretary-treasurer, executive board of four members, and wage committees of four members each, for the various processes of manufacturing of which, at present, there are four. The president is the administrative head. The executive board has general supervision over all business. The wage committees have full power to negotiate wages and working rules.

2. Local unions or preceptories: Subordinate; regulations dictated by the general organization.

3. Initiative, referendum, and recall; general officers elected by referendum and subject to recall. Constitutional amendments by referendum and initiative. No convention.

Qualifications for membership.—The members of the league shall be confined to known practical window glass cutters.

Apprentice regulations.—Apprentices must be between the age of 16 and 30 and serve a term of three years. The president and executive board shall be empowered to determine the percentage of apprentices and shall have full authority over the apprentice system. Brothers and sons of members of the association are given preference in granting apprentices.

Agreements.—Working agreements and wage scales established by wage committee for each department in conference with committee representing manufacturers.

Benefits.—Death (member $500 and wife $200).

Official organ.—The Glass Cutter.

Headquarters.—416 Clinton Building, Columbus, Ohio.

Organization.—Locals or preceptories only: Arkansas, 1; California, 1; Indiana, 1; Louisiana, 1; Ohio, 2; Pennsylvania, 1; West Virginia, 5. *Total*, 12.

Membership.—900.

Glass Workers' Union of North America, American Flint

Affiliated to the American Federation of Labor.

Organized in Pittsburgh, Pa., July 1, 1878. Flint-glass workers were among the first to organize assemblies under the Knights of Labor, but withdrew in 1878 and organized a craft union.

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Objects.—The object of this order shall be the elevation of the position of its members for maintenance of the best interests of the order, and all things pertaining to the business in which all the members under its jurisdiction may be involved.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture of tableware, bar and hotel ware, illuminating wares, automobile lenses, clinical thermometers, mold making, cutting, and engraving.

Government.—1. Administrative officers: President, vice president, secretary-treasurer, assistant secretary-treasurer. "The position of the president shall be that of an executive * * * and he shall have general superintendence of the order."

Executive board, composed of 58 members, representing all branches of the trade and the various sections of the country, act as an advisory board to the president.

2. Local unions: "A local union shall have full power to adopt such by-laws or rules as may be deemed necessary, provided they are not in conflict with this constitution." Local by-laws and rules must be approved by the national president.

3. Convention: Meets annually. "The convention alone possesses power and authority to amend or repeal the fundamental or general laws and regulations of the union and fix the salaries of its officers."

General officers elected by referendum.

Qualifications for membership.—"Any workman who is connected with the trade represented by this union, whether he is a blower, presser, finisher, foot finisher, mold blower, gatherer, mold maker, cutter, engraver, or lamp worker, and not under the age of 18 years, may become a member of this union, providing said workman be a person of sober and industrious habits."

Apprentice regulations.—"No apprentices shall be taken into the union until the expiration of their term of apprenticeship, unless for good and sufficient reasons.

"If any apprentice quits or leaves his place he shall not be allowed to work in any other shop. Should the firm discharge him they shall not put on another apprentice until the expiration of his term of apprenticeship.

"In case of any manufacturer retiring, suspending, or otherwise stopping the operation of his business, the national president shall have power to grant the apprentices a card, providing they have worked two years or more at the trade."

Agreements.—National agreements covering the industry are negotiated annually by representatives of the union and the organized manufacturers. There are 15 departments in the industry and agreements covering each department are made by representatives of that department.

Benefits.—Strike, sick, and death.

Official organ.—The American Flint.

Headquarters.—200–210 American Bank Building, Toledo, Ohio.

Organization.—Local unions only: *United States*—Arkansas, 2; California, 2; Connecticut, 2; Illinois, 3; Indiana, 10; Louisiana, 1; Maryland, 6; Massachusetts, 3; Minnesota, 1; New Jersey, 6; New York, 8; Ohio, 20; Oklahoma, 1; Pennsylvania, 25; South Carolina, 1; West Virginia, 30. *Canada*—Alberta, 1; Ontario, 1; Quebec, 1. *Total*, 124.

Membership.—6,900.

Paving Cutters' Union of the United States of America and Canada, International

Affiliated to the American Federation of Labor.

Organized at Lithonia, Ga., in 1901. The first national organization of paving cutters was formed at Baltimore, Md., in 1887, by representatives from local unions in all the important centers of the industry. By 1892 the trade was thoroughly organized. However, an extensive lockout throughout New England in 1892 proved disastrous, and being followed by the panic of 1893, wrecked the union. Reorganization was not attempted until eight years later. Meeting in Lithonia, Ga., in 1901, the paving cutters' unions then existing as

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directly affiliated American Federation of Labor locals organized the present International Paving Cutters' Union.

Objects.—"The objects of this union are to protect our trade from dangers surrounding it, and by mutual effort to place ourselves on a foundation sufficiently strong to prevent further encroachment on our calling. We propose to encourage a higher standard, to cultivate a feeling of friendship among our members, to assist each other to secure employment, to reduce the hours of labor, and to secure adequate pay for our work; * * * to endeavor to bring about the amalgamation of the trades engaged in the stone industry and to secure legislation in the interest of the working masses."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"It is hereby declared and set forth that the International Paving Cutters' Union has the right to cut all stone-paving blocks used for all paving purposes, which includes flanged, beveled, and all stone blocks used in courts, alleys, yards, or streets for paving, for which paving cutters' tools are used."

Government.—1. "The government and management of this union shall be vested in a board of seven directors," one of whom is the international president, the other six being representatives elected by each of the six districts. The president is the administrative and executive head, elected by referendum of the whole membership, and is the only full-time salaried official.

2. Local unions: "Branches," largely autonomous, but under the direction of the board member of their respective districts.

3. Initiative and referendum: International business referred to branches for action; constitutional amendments either by referendum or by a committee elected for that purpose. No convention.

Qualifications for membership.—"Each branch shall be the judge of the qualifications of all applicants for membership."

Apprenticeship regulations.—"No apprentice shall be less than 16 years of age." Two-year term.

"Any member in good standing may employ an apprentice, but must first obtain the sanction of his branch."

Agreements.—A regional agreement between the international union and the Granite Paving Block Manufacturers' Association covers practically all of the industry in New England. Elsewhere agreements are negotiated locally.

Benefits.—Strike and lockout; death.

Official organ.—Paving Cutters' Journal.

Headquarters.—Rockport, Mass.

Organization.—Territorial districts:

District No. 1. Maine, Massachusetts, New Hampshire, and Vermont.

District No. 2. New York, Pennsylvania, New Jersey, Delaware, Rhode Island, Connecticut, and Michigan.

District No. 3. Canada east of British Columbia.

District No. 4. Maryland, Virginia, West Virginia, District of Columbia, North Carolina, Georgia, Florida, Mississippi, Tennessee, Kentucky, Alabama, Ohio, Indiana, and Louisiana.

District No. 5. Texas, Arkansas, Oklahoma, Kansas, Missouri, Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, and South Dakota.

District No. 6. Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Idaho, British Columbia, Washington, Oregon, Nevada, and California.

Local unions: *United States*—California, 1; Connecticut, 2; Delaware, 1; Georgia, 2; Maine, 11; Maryland, 2; Massachusetts, 6; Minnesota, 4; Missouri, 3; New Hampshire, 6; New Jersey, 2; New York, 4; North Carolina, 2, Ohio, 2; Oregon, 1; Pennsylvania, 9; Rhode Island, 1; South Carolina, 1; Vermont, 1; Wisconsin, 2. *Canada*—New Brunswick, 1; Ontario, 1; Quebec, 3. *Total*, 68.

Membership.—2,400.

Potters, National Brotherhood of Operative

Affiliated to the American Federation of Labor.
Organized at East Liverpool, Ohio, December 29, 1890.

Objects.—"For the purpose of mutual protection, elevation, and relief of operative potters and their families, and for the further purpose of cooperation in any and all matters affecting the interests of their crafts."

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Territorial jurisdiction.—United States.

Trade jurisdiction.—The pottery industry.

Government.—1. Executive board, composed of president, seven vice presidents, and secretary-treasurer.

Western general ware standing committee, consisting of national secretary-treasurer and two members appointed by the president.

Eastern general ware standing committee, consisting of first vice president and two members appointed by the president.

The president is the administrative head of the organization. Executive board acts in an advisory capacity.

2. Local unions: Subordinate; constitution and general working rules dictated by national organization; but locals "shall have full power to adopt such by-laws and rules as may be deemed necessary, provided they are not in conflict with the constitution of the national union."

3. Convention: Held annually. "The convention shall have power and authority to make or repeal any laws deemed necessary." General officers elected by referendum. Legislation also by initiative and referendum.

Qualifications for membership.—"All persons, male and female, who are connected with any of the branches of the trade represented in the National Brotherhood of Operative Potters and not under the age of 16 years may become members of the order, providing such persons are of sober and industrious habits."

Apprenticeship regulations.—Vary with different branches of the trade. Five years' apprenticeship required for mold makers, dish makers, pressers, and casters; three years for kilnmen, handlers, dippers, turners, sagger makers, and packers; two years for jigger men.

In the dipping branch one apprentice is allowed for the first journeyman, and one additional for every three journeymen additional.

In the turning branch one apprentice is allowed for the first journeyman, a second apprentice to four journeymen, and one more for each additional three journeymen.

Jiggers, 1 apprentice to 5 journeymen or less, 2 to every 10 journeymen, and 1 for every additional 5 journeymen.

Dish makers, one apprentice to each 3 journeymen or less, one apprentice to every four journeymen; mold makers, one apprentice to every five journeymen in the pressing and casting trades.

No journeyman may be discharged to make a place for an apprentice, but additional apprentices may be put on if competent journeymen can not be obtained.

Before any apprentice is started in the trade, even within the ratio established by the agreement, the employer shall make application to the headquarters of the organization for a competent journeyman. If such journeyman is not supplied within twenty-four hours the employer may put on an apprentice, if within the established ratio for that trade.

Agreements.—Universal, negotiated by the officers of the national brotherhood and the manufacturers' association. Wage scales and price lists determined by national convention.

Benefits.—Strike, death, tuberculosis treatment; legal aid in case of serious accident.

Official organ.—The Potters' Herald (weekly).

Headquarters.—East Liverpool, Ohio.

Organization.—Local unions only, organized by separate branches, or mixed. California, 2; Illinois, 1; Indiana, 1; Maryland, 1; New Jersey, 10; New York, 2; Ohio, 31; Pennsylvania, 7; Tennessee, 1; Virginia, 1; West Virginia, 7. *Total*, 64.

Membership.—6,500.

Quarry Workers' International Union of North America

Affiliated to the American Federation of Labor.
Organized in Washington, D. C., September 8, 1903.

Objects.—"The objects of this union are to rescue the trade from dangers surrounding it and by mutual effort to place ourselves on a foundation sufficiently strong to prevent further encroachment on our craft. We propose to encourage a higher standard, to cultivate a feeling of friendship among our

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members, to assist each other to secure employment, to reduce the hours of daily labor, and to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual, and social conditions of our members."

Territorial jurisdiction.—North America.

Trade jurisdiction.—Quarrymen, quarry and paving cutter blacksmiths, derrickmen, engineers and firemen, steam-drill and air-drill runners, laborers, soft-stone quarrymen and channelers, rubbers, lumpers, and boxers, riggers of derricks, cranes, or other devices used in handling stone, and stone derrick men wherever employed.

Government.—1. "For the government of this union there shall be elected an executive board consisting of an international union president, international secretary-treasurer, and an international union committee consisting of five members." The president and the committee are elected annually by the three locals nearest the seat of government. The secretary-treasurer is elected biennially by referendum. He is the administrative officer.

2. Local unions: "All branches shall have power to make their own local laws, provided they are approved by the international union committee and do not conflict with the constitution; and such local laws shall be as binding on the members of the branch as this constitution."

3. Referendum: General business referred monthly to branches for action. Convention only on referendum call. Constitutional amendments by initiative and referendum.

Qualifications for membership.—"Each branch shall be the judge of the qualifications of its membership."

Apprenticeship regulations.—"The terms of apprenticeship shall be regulated by branches."

Agreements.—Negotiated by local unions, subject to approval of the executive board, and must conform to State terms where such exist.

Benefits.—Strike; death; old age (flat-sum payment and exemption from dues and assessments).

Official organ.—Quarry Workers' Journal.

Headquarters.—Barre, Vt.; subject to removal by referendum vote.

Organization.—Local unions only: *United States*—Arkansas, 1; California, 9; Connecticut, 3; Georgia, 1; Illinois, 2; Indiana, 6; Kentucky, 5; Maine, 22; Massachusetts, 11; Minnesota, 5; Missouri, 4; New Hampshire, 7; New Jersey, 1; New York, 10; North Carolina, 1; Ohio, 10; Oklahoma, 3; Pennsylvania, 10; Rhode Island, 3; South Dakota, 1; Texas, 1; Utah, 2; Vermont, 22; Virginia, 4; Washington, 9; West Virginia, 3; Wisconsin, 7. *Canada*—Alberta, 2; British Columbia, 6; Nova Scotia, 4; Ontario, 2; Quebec, 2. *Total*, 179.

Membership.—4,000.

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WOODWORKING

WOODWORKING and kindred trades are covered by four organizations besides the United Brotherhood of Carpenters and Joiners, which controls cabinetmaking, and the Loyal Legion of Loggers and Lumbermen, which includes sash and door mill workers in its membership. These four organizations are small, and are affiliated to the American Federation of Labor. Two of them are distinctively craft unions, the International Wood Carvers' Association embracing only highly skilled artisans in the limited field of wood carving, and the Coopers' International Union being confined to the manufacture of barrels.

The International Union of Piano, Organ, and Musical Instrument Workers holds a charter for the entire industry, but the industry is practically unorganized.

The fourth, and the largest union in the group, is the Upholsterers, Carpet and Linoleum Mechanics' International Union of North America. It is neither a craft nor an industrial union, for its jurisdiction covers varied and unrelated fields, including the manufacture and installation of window and wall hangings, and awnings; mattress and box-spring manufacture; furniture and automobile upholstering, and the laying of floor coverings.

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Carvers' Association of North America, International Wood

Affiliated to the American Federation of Labor.

Organized in 1883, in Philadelphia, Pa. Wood carvers in New York City organized as early as 1863. This organization was one of five which sent representatives to a gathering in Philadelphia in January, 1883, to make preparation for a general convention of the craft to be held later in the year. This convention took place in Cincinnati in October, and established the National Wood Carvers' Association of North America. With the spread of the organization into Canada the name was changed a few years later to the present one, the International Wood Carvers' Association of North America.

Objects.—"The objects of this association are to advance the material interests of wood carvers by regulating the apprentice system, maintaining an efficient system of insurance of the tools of all members of the several associations

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affiliated with the international association, abolish contract and piece work, and to establish a normal 8-hour day."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Wood carving by hand, machine, or spindle.

Government.—1. The central committee, consisting of chairman, secretary, treasurer, and three trustees, "shall be elected by the branch of the city, town, or village elected by referendum vote to be the seat of the central committee," and "shall conduct the business of the international association."

A board of supervisors of five members "shall be elected by the branch of the city, town, or village elected by referendum vote as the seat of the board of supervisors" and "shall control the action of the central committee in its administration."

2. Local unions: "Affiliated"; autonomy not definitely fixed, but they are largely self-governing.

3. Referendum: International association business, constitutional amendments, and selection of governing branches, by vote of general membership. Convention on referendum call only.

Qualifications for membership.—Any hand, spindle, or machine wood carver of good character who is or has declared his intention of becoming a citizen of the country in which he works, is eligible to membership.

Apprenticeship regulations.—Four-year term. "Firms employing on an average during the year 5 men shall be entitled to 1 apprentice; those employing on an average 10 men, to 2 apprentices; those employing on an average 15 men, to 3 apprentices, and for each additional 25 men there shall be allowed one more apprentice."

Agreements.—Negotiated by local unions and local employers.

Benefits.—Strike; tool insurance.

Official organ.—The International Wood Carver.

Headquarters.—8605 Eighty-fifth Street, Woodhaven, Long Island, N. Y. (variable).

Organization.—Local branches only: *United States*—California, 2; Connecticut, 1; Illinois, 2; Maryland, 1; Massachusetts, 1; Michigan, 2; Minnesota, 1; New York, 4; Ohio, 3; Pennsylvania, 2; Wisconsin, 1. *Canada*—Quebec, 1. *Total*, 21.

Membership.—1,100.

Coopers' International Union of North America

Affiliated to the American Federation of Labor.

Organized at Titusville, Pa., on November 10, 1890. A national organization known as the Coopers of North America existed in 1870, but died out. It seems to have survived locally in a number of localities. The present organization was founded by representatives of some 10 or 12 local unions, which formed the national organization in 1890. This organization was chartered by the American Federation of Labor as an affiliated union in 1891.

A long-fought jurisdictional dispute with the United Brewery Workmen over cooperage work in breweries is the outstanding incident in the history of the Coopers' International Union. The termination of the dispute left a very material part of the cooperage work in the hands of workers belonging to the United Brewery Workmen. With the decline of the industry with prohibition the union's field has become very limited.

Objects.—"To make industrial worth, not wealth, the true standard of individual and national greatness; to prohibit the employment of children under 16 years of age in shops and factories; to gain some of the benefits of labor-saving machinery by a gradual reduction of hours of labor; to use all lawful and honorable means in our power to abolish the system of contract convict labor in the different States where it exists; and to abolish convict cooper shops in State penitentiaries; * * * to encourage the adoption of proper apprentice laws governing all branches of mechanical industry, as we believe that such would tend to elevate the standard of mechanism of America; to demand better sanitary conditions for coopers employed in breweries, packing and provision

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houses, oil houses, and in all places where a large number of men are employed; to secure from employers agreements recognizing the Coopers' International Union of North America, regulating prices, and to settle by arbitration all differences between employers and employees not specifically covered in such agreements; to cooperate with employers to advance the price of making and selling of barrels when practicable; to secure employment of our members in preference to nonunion men * * *; to use all honorable means at our command to achieve the purposes herein declared."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The manufacture and repair of cooperage, staves, and heading, either by hand or by machinery.

Government.—1. General executive board, composed of president, secretary-treasurer, and five vice presidents, "shall have general supervision over the international union."

2. Local unions: Each local union "shall have autonomy over its own affairs, and shall make its own contracts governing hours of labor, working conditions, and scale of wages."

3. Convention: Held quadrennially; enacts legislation and elects general officers. Constitutional amendments either by convention or by initiative and referendum.

Qualifications for membership.—An applicant for membership "must be an American citizen or declare his or her intentions to become one as soon as possible. * * * women over 18 years of age may be admitted to membership under the same laws as male members."

Apprenticeship regulations.—"No member of any local shall take an apprentice without the consent of his local, and in no case shall he be allowed to take an apprentice under 16 years of age; and no more than one apprentice for every 10 hand coopers shall be allowed, said apprentice to serve his time of three years at the bench, the local to decide what wages he shall receive while serving his apprenticeship."

Agreements.—Negotiated by local unions independently, but must be approved by general executive board. Union label under control of international.

Benefits.—Strike; death.

Official organ.—Coopers' Journal.

Headquarters.—Meriweather Building, Kansas City, Kans.

Organization.—Local unions only: *United States*—California, 1; Illinois, 5; Indiana, 1; Kansas, 1; Kentucky, 1; Massachusetts, 3; Minnesota, 1; Missouri, 3; New Jersey, 2; New York, 4; Ohio, 3; Pennsylvania, 4; Rhode Island, 1; Tennessee, 1; Texas, 2; Washington, 1; Wisconsin, 3. *Canada*—Quebec, 1. *Total*, 38.

Membership.—750.

Piano, Organ, and Musical Instrument Workers, International Union of

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., August 8, 1898, as the International Union of Piano and Organ Workers of America. Later, jurisdiction was extended to include talking machines and the name of the organization was changed to International Union of Piano, Organ, and Musical Instrument Workers.

Objects.—Not declared.

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The piano, organ, and musical-instrument industry.

Government.—1. Executive board, consisting of president and nine vice presidents has executive control of the organization.

2. Local unions: Autonomy only as regards local trade conditions. Funds of local organizations subject to regulations of the general executive board.

3. Convention: Held quadrennially; enacts legislation and elects general officers. Constitutional amendments by convention and referendum or by initiative and referendum.

Qualifications for membership.—"All persons engaged in the piano, organ, or musical-instrument industry of good moral character and competent workmen

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at their branch of the trade shall be eligible to membership, except superintendents." Male and female membership.

Apprenticeship regulations.—Constitutional regulation: "Local unions shall have power to stipulate number of apprentices under their respective jurisdiction. Manufacturers who do not employ at least one journeyman for his full time shall not be allowed an apprentice." In practice, none.

Agreements.—None.

Benefits.—Strike and lockout; sick; death.

Official organ.—Piano, Organ, and Musical Instrument Workers' Official Journal.

Headquarters.—260 East One hundred and thirty-eighth Street, New York City.

Organization.—Local unions only: *United States*—California, 1; Connecticut, 1; Illinois, 2; New York, 3; Pennsylvania, 2. *Canada*—Ontario, 1. *Total*, 10.

Membership.—600.

Upholsterers, Carpet and Linoleum Mechanics' International Union of North America

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., August 8, 1892. The first upholsterers' union of record conducted a successful general strike in New York City in 1850. Organization of the craft was sporadic and localized until 1892, when eight unions combined in a conference held in Chicago and founded the Upholsterers' International Union of North America. It was chartered by the American Federation of Labor as an affiliated international in 1900. The convention of 1929 changed the name of the organization to Upholsterers, Carpet and Linoleum Mechanics' International Union to conform to expanded jurisdiction.

Objects.—"The objects of the Upholsterers' International Union are: To secure adequate pay for our work; to reduce the hours of daily labor; to discourage piecework; to encourage an apprentice system and a higher standard of skill; to assist each other to secure employment; to cultivate feelings of friendship among the craft and by legal and proper means to elevate the moral, intellectual, and social conditions of all our membership and to improve the trade."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The hanging, cutting, measuring, estimating, and sewing of draperies, curtains, wall hangings, window shades, and awnings; cutting and sewing of furniture covering and slip covers; cutting, sewing, and making of cushions; slatting walls for hanging of fabrics tacked on walls, bunting and flag decorating; drilling holes in stone, metal, cement, wood, etc., for the purpose of installing or attaching fixtures, which are a part of the equipment used with the work enumerated; upholstering of furniture, sleeping cars, day coaches, machine and hand tufted pads, cushions, and casket trimmings; automobile, carriage, and aircraft upholstery and trimming; automobile top making; cutting and making of slip covers for automobiles and carriages and sewing of materials used in connection with such work; linoleum cutting, measuring, and laying, laying of everlastic linoleum, dreadnought linoleum; cork and rubber tile; laying of matting and other floor coverings; laying cutting, measuring, and sewing of carpets; mattress making and box-spring making; sewing of material used by different branches of the craft."

Government.—1. General executive board, composed of president, vice president, treasurer, and one member representing, respectively, the upholstery sewers, the carpet sewers, the carpet upholsterers, linoleum and rubber tile layers, the mattress workers, wholesale upholsterers, and awning workers "shall have general supervision of the union between conventions."

2. Local unions: Subordinate; constitution, dues, and regulations dictated by international. Local unions may adopt by-laws for local government, subject to the approval of the general executive board.

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3. Convention: Held biennally, unless otherwise ordered by referendum. Enacts legislation and elects general officers. If convention is not held, election is by referendum. Constitutional amendments by convention, or by initiative and referendum.

Qualifications for membership.—Any person actually employed within the jurisdiction is eligible to membership. Male and female membership.

Apprenticeship regulations.—"The number of apprentices allowed in each shop shall be fixed by the local union having jurisdiction." Provided for in agreements. Apprenticeship term, two to five years.

Agreements.—Negotiated by local unions, with approval of the general executive board. Generally involve only individual employers. Union label.

Benefits.—Strike and lockout.

Official organ.—Upholsterers' Journal.

Headquarters.—230 East Fifty-eighth Street, New York City.

Organization.—Local unions only; "mixed" locals of all branches prevail; separate organizations for mattress makers, wholesale upholsterers, etc., exist in some large centers. *United States*—Alabama, 1; California, 12; Colorado, 1; Connecticut, 1; District of Columbia, 3; Georgia, 2; Illinois, 6; Indiana, 1; Iowa, 1; Kentucky, 1; Maryland, 1; Massachusetts, 4; Michigan, 2; Minnesota, 2; Missouri, 4; New Jersey, 2; New York, 11; Ohio, 4; Oklahoma, 1; Oregon, 2; Pennsylvania, 6; Rhode Island, 1; Virginia, 1; Washington, 3; Wisconsin, 1. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 3; Quebec, 1. *Total*, 80.

Membership.—12,000.

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PUBLIC SERVICE

THE public service, particularly the United States Government, is the field of operation of many economic organizations, some of which are avowedly labor unions in affiliation with the American Federation of Labor.

Of the five national organizations in public service, exclusive of the postal service, only one is unaffiliated. That one is the International Association of Policewomen, which embraces policewomen, police and jail matrons, and social workers in public employ. It is not wholly a professional organization, however, as membership is open also to individuals interested in promoting the organization and its aims. The four affiliated unions cover municipal fire departments, public schools, street paving and road building, and the departmental service of the Federal and District of Columbia Governments.

Employees in various branches of State, county, and municipal work are organized into directly affiliated American Federation of Labor local unions (see p. 7). There is also an independent organization called the Federation of State, City, and Town Employees embracing workers of that class in Massachusetts, but it does not extend beyond that State.

The different divisions of the postal service are represented in thirteen separate organizations, four of which are affiliated to the American Federation of Labor. Two of the affiliated unions—the National Federation of Post Office Clerks and the National Federation of Rural Letter Carriers—have rival organizations among the independents. These independent bodies, the United National Association of Post Office Clerks, and the National Rural Letter Carriers' Association, are the older, those in the federation having in both instances seceded from them.

There are three associations in the Railway Mail Service, one of officials, one of white workers below the supervisory grades, and one of negroes. Only the second referred to—the Railway Mail Association—is in the American Federation of Labor. The National Association of Letter Carriers is the fourth affiliated union, and is the only one in that branch of the service.

Three of the five remaining organizations, all independent, include postmasters of the different classes. The National Association of Postmasters of the United States embraces presidentially appointed postmasters of first and second class post offices; the Service Postmasters' Association includes postmasters of the first, second, and third class offices who have been promoted to postmasterships from the classified civil service; the National League of District Postmasters of the United States covers third and fourth class post offices. Postmasters of the class designated in the Service Postmasters' Association are also eligible to membership in the National

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Association of Postal Supervisors, an organization of supervisory officials in the classified service. Post office watchmen, messengers, and laborers comprise the remaining independent union—the National Association of Post Office Laborers.

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Federal Employees, National Federation of

Affiliated to the American Federation of Labor.

Organized September 24, 1917. An organization of departmental civil-service employees was formed in Washington, D. C., in March, 1916, at a mass meeting held to protest against the "Borland rider," an amendment to the general appropriation bill which provided for an increase in hours in the departmental service. The organization thus established was chartered by the American Federation of Labor as a directly affiliated local union. The first of the local unions of the federation was the Women's Union of the Bureau of Engraving and Printing, Local No. 105, which was chartered April, 1909.

Organization of Government clerks spread rapidly in the two years following the inception of the movement, and in 1917 a national organization composed of about 50 American Federation of Labor locals was established under the name of National Federation of Federal Employees.

Objects.—"The objects of this federation shall be to advance the social and economic welfare and education of the employees of the United States and to aid in the perfection of systems that will make for greater efficiency in the various services of the United States.

"The methods for attaining these objects shall be by petition to Congress, by creating and fostering public sentiment favorable to proposed reforms, by cooperation with Government officials and employees, by legislation, and other lawful means: *Provided*, That under no circumstances shall this federation engage in or support strikes against the United States Government."

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Territorial jurisdiction.—United States and insular possessions, and wherever employees of the Federal Government may be stationed.

Trade jurisdiction.—The United States Government service and the District of Columbia Government service excluding workers in the trades coming under the craft unions and the Postal Service.

Government.—1. Executive council, composed of president, secretary-treasurer, and nine vice presidents. "Subject to the convention, the executive council shall be the governing body of, and direct the policies of, this federation."

2. Local unions: "Each local union may adopt a constitution and by-laws, which shall become effective only upon approval of the executive council of the federation."

3. Convention: Meets biennially; elects general officers, enacts legislation and determines policies. (Convened annually from 1917 to 1923, when change was made to biennial.)

Initiative, referendum, and recall. Constitutional amendments by convention or initiative and referendum.

Qualifications for membership.—"Any person employed in the civil branch of the United States Government, the District of Columbia, or the insular possessions except those in the Postal Service (not including those in the Executive department), and those exclusively eligible to membership in any other existing national or international organizations affiliated to the American Federation of Labor, is eligible to membership." Male and female membership.

Agreements.—None. Salaries, hours, working conditions, etc., controlled by legislation.

Benefits.—None.

Official organ.—The Federal Employee.

Headquarters.—Labor Building, Washington, D. C.

Organization.—State associations (affiliation optional on part of locals), Texas, Arizona, New England Conference; District Federation of Federal Employees (comprising all locals in District of Columbia).

Local unions: Alabama, 6; Alaska, 4; Arizona, 17; Arkansas, 2; California, 11; Canada, 2; Canal Zone, 1; Colorado, 8; Connecticut, 3; Cuba, 1; Delaware, 1; District of Columbia, 10; Florida, 5; France (Paris), 1; Georgia, 8; Hawaii (Honolulu), 1; Idaho, 4; Illinois, 7; Indiana, 5; Iowa, 4; Kansas, 5; Kentucky, 2; Louisiana, 2; Maine, 3; Maryland, 17; Massachusetts, 7; Michigan, 6; Minnesota, 10; Mississippi, 3; Missouri, 5; Montana, 11; Nebraska, 5; Nevada, 2; New Hampshire, 1; New Jersey, 9; New Mexico, 10; New York, 13; North Carolina, 5; North Dakota, 6; Ohio, 10; Oklahoma, 11; Oregon, 5; Pennsylvania, 9; Philippine Islands, 3; Porto Rico, 1; Rhode Island, 2; South Carolina, 1; South Dakota, 13; Tennessee, 5; Texas, 12; Utah, 4; Vermont, 2; Virgin Islands, 1; Virginia, 18; Washington, 15; West Virginia, 4; Wisconsin, 6; Wyoming, 3. *Total*, 348.

Membership.—47,000.

Fire Fighters, International Association of

Affiliated to the American Federation of Labor.

Organized February 28, 1918. The first organization of fire fighters was formed in Washington, D. C., in 1901, and chartered as a directly affiliated union of the American Federation of Labor. Firemen of other cities organized from time to time in the same manner, and in 1918 delegates from the various unrelated American Federation of Labor Unions met in Washington and established the International Association of Fire Fighters.

Objects.—"The objects of this association shall be to organize all fire fighters; to place its members on a higher plane of skill and efficiency; to encourage the formation of local unions; to encourage the formation of sick and death benefit funds in order that we may properly care for our sick and bury our dead; to encourage the establishment of schools of instruction for imparting knowledge of modern and improved methods of fire fighting and prevention, the cultivation of friendship and fellowship among its members."

Territorial jurisdiction.—United States, Canada, and Panama.

Trade jurisdiction.—"All persons engaged in fire fighting, prevention, operators of fire fighting auxiliary apparatus who are permanent and paid employees, in-

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cluding the following: Chief engineer, fire marshal (not including shipyards), deputy chiefs, assistant chiefs, district chiefs, battalion chiefs, captains, lieutenants, privates, hose men, plugmen, ladder men, water-tower men, engineers and assistant engineers, stokers of fire engines, steam, electric, or gas and oil motive power; chauffeurs, drivers and assistants of fire engines, hose wagons, hose carriages, chief's automobile or carriage, fuel wagons, repair and supply wagons, horse or motor driven; fire-alarm operators and assistants, and linemen who operate fire-alarm apparatus, both telegraph and telephone; fire inspection and prevention force; all repairmen of fire apparatus and auxiliaries who are subject to fire duty; salvage corps, squadmen, pilots, marine engineers, and marine firemen who are subject to fire fighting and prevention."

Government.—1. Executive committee, composed of president, secretary-treasurer, and 13 vice presidents, "shall, in the interval between conventions, have full and complete charge of all business of the association not otherwise provided for."

2. Local unions: Subordinate unions "shall have the right to make their own constitution and by-laws, provided that such constitution and by-laws do not conflict with those of the parent body."

3. Convention: Biennial; elects general officers and enacts legislation.

Initiative, referendum, and recall.

Qualification for membership.—Any regular paid worker in the municipal fire service is eligible to membership.

Agreements.—Regulated by municipal law.

Benefits.—Death (local only).

Official organ.—The International Fire Fighter.

Headquarters.—American Federation of Labor Building, Washington, D. C.

Organization.—State associations: Ohio, Washington, British Columbia Provincial Association, Alberta and Saskatchewan Provincial Association.

Local unions: *United States*—Alabama, 1; Arkansas, 3; California, 4; Colorado, 2; Georgia, 1; Illinois, 10; Indiana, 1; Iowa, 8; Kansas, 6; Kentucky, 3; Massachusetts, 4; Minnesota, 4; Mississippi, 4; Missouri, 4; Montana, 2; New Jersey, 3; New York 13; Ohio, 22; Oklahoma, 7; Oregon, 1; Pennsylvania 6; South Carolina, 1; Tennessee, 1; Texas, 3; Utah, 1; Washington, 4; West Virginia, 3; Wisconsin, 8; Canal Zone, 1. *Canada*—Alberta, 4; British Columbia, 3; New Brunswick, 1; Ontario, 5; Quebec, 2; Saskatchewan, 3. *Total*, 149.

Membership.—20,000.

Pavers, Rammermen, Flaggers, Bridge and Stone Curb Setters, International Union of

Affiliated to the American Federation of Labor. Organized August 28, 1905.

Objects.—"We declare to the world that our aims are: First, to establish an international union of pavers, rammermen, asphalt workers, mastic asphalt workers, asphalt block, brick, iron slag, and wood-block pavers, flaggers, bridge and stone curb setters, by which we may more closely combine the street building industry within our jurisdiction; second, to protect our industrial interests by close mutual intercourse; third, to abolish the 10-hour working system, and also the subcontract system, and to establish a new schedule or system in vogue by the General Government; fourth, to persuade employers to agree to arbitrate all differences which may arise between them and their employees, in order that the bonds of sympathy between them may be strengthened and that strikes may be avoided; to secure to its members the full enjoyment of the profits of their labor, sufficient leisure in which to develop their intellectual, moral, and social faculties by association; in a word, to enable them to share in the gains and honors of advancing civilization." (Preamble to constitution.)

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"All paving and ramming of streets, highways, roadways, and alleys, and repairs of the same and other places where the laying of granite, cobblestone, bluestone, asphalt block, sheet asphalt, wood block, brick, bitulithic, curb, bridge, and flag and mastic asphalt, and other materials used for surface finishing of streets, etc."

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Government.—1. "The government and management of the international union shall be vested in the executive board," composed of president, eight vice presidents, general secretary, and treasurer.

The president is the chief organizer.

2. District council, composed of three or more locals in a locality, "shall be the tribunal on all trade matters in said locality, and all local unions affiliated shall be required to conform to all laws and mandates of said body, and all business transacted in any such district council shall be mandatory on all local unions affiliated therewith."

3. Local unions: Subordinate; chartered and grouped according to class of work performed by members.

4. Convention: Held biennially; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—Any person engaged in work covered by jurisdiction is eligible to membership. Men employed as foremen are admitted if they are under civil service.

Agreements.—None.

Benefits.—Strike.

Official organ.—None.

Headquarters.—819 Third Avenue, New York City.

Organization.—Local unions: *United States*—California, 3; Illinois, 6; Kentucky, 3; Maine, 2; Maryland, 2; Massachusetts, 2; Missouri, 6; New Jersey, 3; New York, 40; Ohio, 8; Pennsylvania, 3; Rhode Island, 1; Wisconsin, 3. *Total*, 82.

Membership.—Not reported. American Federation of Labor voting strength 2,000.

Policewomen, International Association of

Not affiliated to the American Federation of Labor.
Organized in Baltimore, Md., in 1915.

Objects.—"The object of this association shall be to fix standards for the service of policewomen, to secure proper training, to inspire the appointment of qualified policewomen, to encourage the establishment of women's bureaus in the police departments, to work for the general improvement of the service, and to promote such service internationally."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Policewomen, police matrons, jail matrons, and public social service agents.

Government.—Executive board, consisting of president, vice president, secretary-treasurer, and five board members is the administrative body. Regional chairman (seven) are local executives.

2. Convention: Held annually; enacts legislation and elects general officers. Constitutional amendments by convention only.

General membership organization. No local unions. All members in good standing are entitled to a seat, voice, and vote in convention.

Qualifications for membership.—"Membership shall be open to policewomen, police matrons, and all others interested in the purposes of the organization."

Agreements.—None.

Benefits.—None.

Official organ.—Policewomen's International Bulletin.

Headquarters.—1418 I Street NW., Washington, D. C.

Organization.—General membership organization. Regional divisions are: 1. New England; 2. New Jersey, Pennsylvania, New York, Maryland, Delaware, District of Columbia; 3. Louisiana, Alabama, Florida, Georgia, Mississippi, Tennessee, Virginia, North Carolina, South Carolina; 4. Illinois, Indiana, Kentucky, Michigan, Ohio, West Virginia, Wisconsin; 5. Iowa, Minnesota, Montana, North Dakota, South Dakota, Wyoming; 6. Arkansas, Colorado, Kansas, Nebraska, Missouri, New Mexico, Oklahoma, Texas; 7. California, Washington, Oregon, Utah, Idaho, Nevada, and Arizona.

Membership.—600.

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Teachers, American Federation of

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., on April 15, 1916. The national organization when founded was composed of eight groups of teachers in various cities who had been previously organized as directly affiliated American Federation of Labor local unions. At the instigation of the Chicago locals a conference was held and federation effected. Later the new organization was chartered by the American Federation of Labor as an affiliated national union.

Objects.—"The objects of this organization shall be: To bring associations of teachers into relations of mutual assistance and cooperation; to obtain for them all the rights to which they are entitled; to raise the standard of the teaching profession by securing the conditions necessary to the best professional services; to promote such a democratization of the schools as will enable them better to equip their pupils to take their places in the industrial, social, and political life of the community."

Territorial jurisdiction.—The United States.

Trade jurisdiction.—The teaching staffs of public schools.

Government.—1. Executive council, composed of president, secretary-treasurer, and 11 vice presidents, shall carry out the instructions of the national conventions and "shall have power to deal with all the affairs of the federation between conventions."

2. Local unions: Autonomy not defined.

3. Convention: Meets annually; enacts legislation and elects general officers. Constitutional amendments either by convention or referendum vote.

Qualifications for membership.—Any public school teacher who has classroom work and who has no disciplinary or rating power over other teachers, is eligible to membership. Principals and supervisors may be admitted to membership by vote of local organization. Male and female membership.

Agreements.—None. Salaries, regulations, working conditions, etc., controlled by municipal government through the boards of education.

Benefits.—None.

Official organ.—The American Teacher.

Headquarters.—506 South Wabash Avenue, Chicago, Ill.

Organization.—Locals may include all members in a city, or may be divided on basis of high-school and grade-school teachers, or male teachers and female teachers. Arkansas, 1; California, 5; Colorado, 1; District of Columbia, 3; Georgia, 4; Illinois, 5; Indiana, 1; Massachusetts, 1; Minnesota, 3; New Jersey, 3; New York, 6; North Dakota, 1; Ohio, 1; Oregon, 1; Pennsylvan'a, 1; Rhode Island, 1; South Dakota, 1; Tennessee, 1; Washington, 1; Wisconsin, 3. *Total*, 44.

Membership.—5,000.

UNITED STATES POST OFFICE

HISTORY OF POST-OFFICE ORGANIZATIONS

The National Association of Letter Carriers was organized in Boston in 1890. The first three years were characterized largely by dissension between groups inside and outside of the Knights of Labor. Two publications were maintained: The Postal Record, of the independents, and The Postman, of the Knights of Labor. Gradual absorption and the decline of the Knights of Labor resulted in a more unified organization, and by 1900 its ranks included practically all those eligible to membership.

A clerk at the post office in Louisville, Ky., organized the clerks in that office in 1883, and by correspondence brought representatives of several offices together in Washington in 1884. This group remained for several years merely a loosely organized legislative committee.

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The New York post-office clerks organized in 1888, and called a delegate conference in Washington in 1889. This meeting issued a call to all first-class post offices to meet in 1890. This call was almost generally responded to, and in February, 1890, the National Association of Post Office Clerks was organized.

Dissension over the admission of supervisors and the activities of New York Branch 187, composed of chiefs and supervisors, involving the "promotion syndicate" scandal, led to a schism and the formation of the United Association of Post Office Clerks. After two years of fighting, with the new organization encroaching on the rank and file of the old, a merger was effected in 1899 under the name of the Uinted National Association of Post Office Clerks (the Unapoc).

Meanwhile Chicago had remained outside both groups. In 1900 the organized clerks at the Chicago post office were chartered as a local union in direct affiliation with the American Federation of Labor. As a result of a bolt from the Unapoc convention of 1905, involving the conservative policies of the officials, and with the Chicago union as a nucleus, the National Federation of Post Office Clerks was formed in 1906 and chartered by the American Federation of Labor. This was the first step toward identification of the postal employees with the organized labor movement.

The National Rural Letter Carriers' Association was organized in Chicago in 1903. The national body was chiefly a federation of State organizations, which in turn were composed of county units. Its rallying and organizing medium was the R. F. D. News, a publication owned, edited, and controlled by an individual who had no connection with the Rural Mail Service but this publication became, nevertheless, the official organ of the National Rural Letter Carriers' Association. At its peak of organization the association contained 60 per cent of the rural mail carriers. Following the sale of the R. F. D. News, disaffection set in and grew to the point of revolt in 1920, when the National Federation of Rural Letter Carriers was formed and affiliated to the American Federation of Labor. Both organizations continue to exist.

The organization of railway mail clerks began in 1897 as a mutual insurance concern, prompted by the hazards of the work and the prohibitive insurance rates charged by private insurance companies. In 1904 the scope was widened and the organization became the Railway Mail Association. Division chiefs and the general superintendent of railway mails were members of the organization.

An insurgent movement within the body under the leadership of Carl Van Dyke, resulted in the organization of the Brotherhood of Railway Mail Clerks. Central labor unions in 12 cities organized the railway mail clerks into directly affiliated American Federation of Labor locals, which, brought together in 1914, were chartered by the American Federation of Labor as a national under the name of Van Dyke's organization, the Brotherhood of Railway Mail Clerks. It was, however, largely a dual membership organization, composed of the militants in the Railway Mail Association, who, nevertheless, retained their Railway Mail Association membership because of its beneficial and insurance features.

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In 1917 the Brotherhood of Railway Mail Clerks amalgamated with the National Federation of Post Office Clerks under the name of National Federation of Postal Employees.

This organization began organizing locals of letter carriers and chartering them under its jurisdiction, with the declared intention of bringing all postal employment under one union. The result of this move was to bring the National Association of Letter Carriers into affiliation with the American Federation of Labor in 1917 in order to hold its jurisdiction, and the National Federation of Postal Employees surrendered its carrier members. City letter carriers are now practically completely organized as an American Federation of Labor affiliated union.

In December, 1917, the Railway Mail Association followed the example of the National Association of Letter Carriers and affiliated. The National Federation of Postal Employees then released its railway clerks (former members of the Brotherhood of Railway Mail Clerks) to the Railway Mail Association and reverted to its old title of National Federation of Post Office Clerks.

In 1917, also, the United National Association of Post Office Clerks suggested affiliation with the American Federation of Labor, but this could not be granted because the National Federation of Post Office Clerks held the charter for that jurisdiction. Conferences between the two organizations looking toward a merger came to nothing, and they remain distinct and antagonistic organizations in the same field.

The Railway Mail Association does not admit negroes to membership although the other postal organizations do so. In 1913 the National Alliance of Postal Employees was organized by the colored postal men. It is composed chiefly of men in the Railway Mail Service, but its jurisdiction is not restricted to any one branch, its aim being one organization for all colored workers in the Postal Service. It is not affiliated to the American Federation of Labor.

The National Association of Post Office Laborers is another independent organization, unaffiliated, but which works in cooperation and harmony with the big postal unions.

Postmasters of the United States, National Association of

Not affiliated to the American Federation of Labor.

Object.—"The object of this association is to aid in the improvement of the Postal Service of the United States, and for the mutual interchange of ideas of members."

Territorial jurisdiction.—United States.

Trade jurisdiction.—First and second class post offices ("presidential" postmasters).

Government.—1. Executive committee, composed of president, 3 vice presidents, secretary, treasurer, and 10 additional members appointed by the president, "shall have sole control of the affairs of the association and may make its own rules for the proper conduct of the association." The president is the executive head, "fully empowered to direct the affairs of the association.

2. Convention: Held annually; elects general officers. Constitutional amendments by convention.

Qualifications for membership.—"All presidential postmasters shall be eligible to membership."

Agreements.—None; salaries and conditions determined by legislation.

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Benefits.—None.
Official organ.—The Postmaster's Gazette.
Headquarters.—Wilkes-Barre, Pa. (variable).
Organization.—Fifteen regional divisions: Atlanta (Ga.) division; Austin (Tex.) division; Boston (Mass.) division; Chattanooga (Tenn.) division; Chicago (Ill.) division; Cincinnati (Ohio) division; Denver (Colo.) division; Kansas City (Mo.) division; New York (N. Y.) division; Philadelphia (Pa.) division; St. Louis (Mo.) division; St. Paul (Minn.) division; San Francisco (Calif.) division; Spokane (Wash.) division; Washington (D. C.) division.
General membership organization.
Membership.—2,404.

Postmasters of the United States, National League of District

Not affiliated to the American Federation of Labor.
Organized in 1894 as the National League of Postmasters of Fourth Class Offices. This was expanded in 1912 to include the third-class postmasters, and the name National League of Postmasters of the United States was adopted. In 1921 that name was changed to National League of District Postmasters of the United States.

Objects.—"The objects of the league shall be to promote fraternal relationship among all postal workers; to improve the efficiency of the postmasters of the third and four classes and their assistants; to cooperate with the Post Office Department in maintaining the highest possible standards of postal service; to create and maintain county service councils in conformity with the plan indorsed by the Post Office Department and to better the conditions of its individual members and improve the conditions under which they work."
Territorial jurisdiction.—United States and insular possessions.
Trade jurisdiction.—Third and fourth class post offices.
Government.—1. Executive committee, composed of president, first vice president, and three elected executive committeemen, "shall have charge of and transact business for the league during the time intervening between league meetings."
2. State leagues: "Each State branch shall adopt a constitution and by-laws in conformity to the constitution of the national league," and shall be governed by an executive committee elected by the membership.
3. Convention: Held annually, elects general officers, enacts legislation; constitutional amendments by convention only.
Qualifications for membership.—Postmasters, ex-postmasters, assistant postmasters, and acting postmasters of third and fourth class post offices are eligible to membership.
Agreements.—None.
Benefits.—None.
Official organ.—The Postmasters' Advocate.
Headquarters.—1110 F Street, Washington, D. C.
Organization.—State membership, subdivided into county units or congressional district units in some States. There is a State branch in each of the 48 States, and in Hawaii and Porto Rico.
Membership.—17,000.

Postmasters' Association of the United States, Service [1]

Not affiliated to the American Federation of Labor.
Organized October 1, 1923.

Objects.—"The purpose of the association shall be to secure for service postmasters the advantages of the retirement act, and such other legislation and proposals as may be in the interest of service postmasters, to be determined from time to time in national conventions."
Territorial jurisdiction.—United States and possessions.
Trade jurisdiction.—First, second, and third class post offices.

[1] Postmasters promoted from the classified civil service.

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Government.—1. Executive committee, composed of president, vice president, secretary, treasurer, and 10 members appointed by the president.

2. Convention: Held annually; elects general officers, and formulates policy and program of organization.

Qualifications for membership.—"Any person appointed or promoted to the office of postmaster who has previously held a position in the classified civil service, shall be eligible to membership."

Benefits.—None.

Official organ.—None.

Headquarters.—Corry, Pa. (secretary).

Organization.—General membership organization; no local divisions.

Membership.—960.

Mail Service, National Council of Officials of the Railway

Not affiliated to the American Federation of Labor.
Organized in New York City, January 18, 1922.

Objects.—"The object of this association is to provide an authoritative body for the crystallization of ideas on service problems; the interchange of opinions and experiences among ourselves; to increase our fitness in administrative acts; the furtherance of the welfare of the members of this association and the selection of duly accredited representatives to present our views in our contacts with the department, with the public, and with other postal organizations; and in the deliberations of the National Welfare Council."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Supervisory grades of the Railway Mail Service.

Government.—1. Executive committee, composed of president, vice president secretary treasurer, and four additional elected members, "shall * * * promote the welfare and progress of the council; carry out the orders and purposes of the council; authorize and supervise the expenditures of the council."

2. Local divisions: Government not provided for in national constitution.

3. Convention: "Annual meeting." Elects general officers. Constitutional amendments by referendum.

Qualifications for membership.—Superintendents, assistant superintendents, chief clerks, assistant chief clerks, and clerks in charge of sections in superintendents' offices of the United States Railway Mail Service are eligible to membership.

Agreements.—None.

Benefits.—None.

Official organ.—None.

Headquarters.—City post office, Washington, D. C.

Organization.—One chapter for each of the 15 divisions of the Railway Mail Service: First division, New England States; headquarters, Boston. Second division, New York, New Jersey, Pennsylvania, Delaware, the Eastern Shore of Maryland, Accomac and Northampton Counties, Va., and Porto Rico; headquarters, New York City. Third division, Maryland (except Eastern Shore), Virginia (except Accomac and Northampton Counties), West Virginia, North Carolina, and the District of Columbia; headquarters, Washington. Fourth division, South Carolina, Georgia, Florida, Alabama, and Tennessee; headquarters, Atlanta. Fifth division, Ohio, Indiana, and Kentucky; headquarters, Cincinnati. Sixth division, Illinois and Iowa; headquarters, Chicago. Seventh division, Kansas and Missouri; headquarters, St. Louis. Eight division, California, Nevada, Arizona, Utah, and Hawaii; headquarters, San Francisco. Ninth division, the main line of the New York Central Railroad between New York City and Chicago and the lower peninsula of Michigan; headquarters, Cleveland. Tenth division, Wisconsin, northern peninsula of Michigan, Minnesota, North Dakota, and South Dakota; headquarters, St. Paul. Eleventh division, Arkansas, Oklahoma, Texas, and New Mexico; headquarters, Fort Worth, Tex. Twelfth division, Louisiana and Mississippi; headquarters, New Orleans. Thirteenth division, Oregon, Washington, Idaho, Montana, and Alaska; headquarters, Seattle. Fourteenth division, Nebraska, Colorado, and Wyoming; headquarters, Omaha. Fifteenth division, the main lines of the Pennsylvania Railroad System from New York, via Pittsburgh, to Chicago and St. Louis, Mo., and collateral lines.

Membership.—330.

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Mail Association, Railway

Affiliated to the American Federation of Labor. Organized and incorporated December 12, 1898.

Objects.—"The object of this association is to conduct the business of a fraternal beneficiary association for the sole benefit of its members and beneficiaries and not for profit; to provide closer social relations among railway postal clerks, to enable them to perfect any movement that may be for their benefit as a class or for the benefit of the Railway Mail Service, and make provision for the payment of benefits to its members and their beneficiaries in case of death, temporary or permanent physical disability as a result of accidental means."

Territorial jurisdiction.—United States and possessions.

Trade jurisdiction.—The United States Railway Mail Service.

Government.—1. Executive committee, composed of the president, vice president, industrial secretary, secretary of the association, and the division presidents, shall "direct the policies of the association as determined by the convention," and "shall have exclusive control of all matters not otherwise provided for in the interim of national conventions."

2. Division associations: "There may be a division association for each division of the Railway Mail Service.[1] Division associations shall adopt a constitution, by-laws, rules, and regulations not inconsistent with the national constitution," subject to approval by the executive committee.

3. Branch associations: "There shall be such branch associations in each division as shall organize in accordance with the rules and regulations of the national convention." Constitution and by-laws subject to approval of executive committee.

4. Convention: Held biennially; "shall be the supreme executive, legislative, and judicial body of the order." Enacts legislation and determines policies. Constitutional amendments by convention vote.

Initiative and referendum. General officers elected by referendum.

Qualifications for membership.—Any regular male railway postal clerk or certified male substitute railway postal clerk of the United States Railway Mail Service, who is of the Caucasian race, is eligible to membership.

Agreements.—None; salaries, hours, and working conditions determined by legislation.

Benefits.—Fraternal organization within the union provides life and accident insurance through assessment plan. Membership voluntary.

Official organ.—The Railway Post Office.

Headquarters.—American Federation of Labor Building, Washington, D. C.

Organization.—Divided into 15 districts to correspond to the 15 divisions of the Railway Mail service.

Local unions: Alabama, 1; Arkansas, 2; California, 3; Colorado, 4; Connecticut, 1; District of Columbia, 1; Florida, 1; Georgia, 1; Idaho, 1; Illinois, 11; Iowa, 8; Indiana, 5; Kansas, 2; Kentucky, 1; Louisiana, 1; Maine, 2; Maryland, 2; Massachusetts, 2; Michigan, 7; Minnesota, 5; Mississippi, 2; Missouri, 4; Montana, 2; Nebraska, 3; New Jersey, 1; New Hampshire, 1; New Mexico, 1; New York, 8; North Carolina, 2; North Dakota, 3; Ohio, 7; Oklahoma, 1; Oregon, 2; Pennsylvania, 4; Rhode Island, 1; South Carolina, 1; South Dakota, 1; Tennessee, 3; Texas, 9; Utah, 2; Vermont, 1; Virginia, 3; Washington, 2; West Virginia, 3; Wisconsin, 4; Wyoming, 2. *Total*, 134.

Membership.—20,000.

Postal Supervisors, National Association of

Not affiliated to the American Federation of Labor. Organized September 8, 1908, in Louisville, Ky.

Objects.—"The objects of this association shall be to cooperate with the department to improve the Postal Service and the welfare of its employees; to raise the standard of efficiency; to establish uniform and equitable compensation; uniform, modern, economical business methods; and widen the field

[1] For these divisions, see National Council of Officials of the Railway Mail Service.

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of opportunity for worthy employees who make the business of the Postal Service their life work."

Territorial jurisdiction.—United States and possessions.

Trade jurisdiction.—The supervisory grades of the United States Postal Service.

Government.—1. Executive committee, composed of president, vice president, and five members appointed by the president "shall carry out the orders of the association and conduct all business during the interim of the conventions."

2. State and local branches: "May enact by-laws not in conflict with this constitution, subject to the approval of the national president."

3. Convention: Held annually; elects general officers and enacts legislation. Constitutional amendments by convention. No referendum.

Qualifications for membership.—"All classified postal employees above the clerk-carrier grade and postmasters promoted to that position from the classified service, shall be eligible for active membership."

Benefits.—None.

Official organ.—The Postal Supervisor.

Headquarters.—New York, N. Y.

Organization.—Local associations organized on basis of city or State unit—Locals: Alabama, 3; California, 6; Colorado, 2; Connecticut, 5; District of Columbia, 1; Florida, 2; Georgia, 2; Illinois, 5; Indiana, 2; Iowa, 4; Kansas, 3; Kentucky, 2; Louisiana, 1; Maine, 1; Maryland, 1; Massachusetts, 5; Minnesota, 4; Missouri, 2; Nebraska, 2; New Jersey, 7; New York, 9; North Dakota, 1; Ohio, 5; Oklahoma, 1; Oregon, 1; Pennsylvania, 8; Rhode Island, 1; South Dakota, 1; Tennessee, 3; Texas, 5; Utah, 1; Virginia, 3; Washington, 3; West Virginia, 1; Wisconsin, 3. *Total*, 106.

Membership.—5,500.

Post Office Clerks, National Federation of

Affiliated to the American Federation of Labor.

Organized in Chicago, Ill., on August 27, 1906. At the time of organizing as a national union it was composed of seven unions chartered by the American Federation of Labor as directly affiliated locals. This group of postal clerks was the first of the postal unions to organize on a trade-union basis, and was the first organization of Government employees to become identified with the labor movement.

Objects.—"The objects of the National Federation of Post Office Clerks shall be to unite the postal employees in one brotherhood for their social and economic advancement, and to aid in the perfection of the Postal Service. * * * It shall be the purpose of the National Federation of Post Office Clerks to advance the interests of the postal employees and the Postal Service and to aid all workers in distress. * * *

"We recognize the fact that legislation and not strike is the last resort in the adjustment of our grievances, and therefore we oppose strikes in the Postal Service."

Territorial jurisdiction.—United States and insular possessions.

Trade jurisdiction.—Clerks and special clerks in first and second class post offices.

Government.—1. Executive committee, consisting of president, secretary-treasurer, and nine vice presidents, "shall supervise all of the federation's business not otherwise provided for."

2. Local unions: "Local unions organized under and subordinate to the national federation shall * * * have the right to make their own constitution and by-laws, provided that such constitution and by-laws do not conflict with those of the parent body."

3. Convention: Meets biennially; elects officers and enacts legislation; amendments to constitution either by convention or by referendum vote. Initiative, referendum, and recall.

Qualifications for membership.—"Any person in the classified service who is designated as a post office clerk, and other postal employees not exercising supervisorial authority or eligible to membership in any other organization

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affiliated with the American Federation of Labor, shall be eligible to membership." Male and female membership.

Agreements.—None. Salaries, hours, working conditions, etc., determined by legislation.

Benefits.—Sick and death (contributory insurance organizations within the union).

Official organ.—The Union Postal Clerk.

Headquarters.—American Federation of Labor Building, Washington, D. C.

Organization.—State associations: Alabama, Arizona, California, Colorado, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Porto Rico, Rhode Island South Carolina, South Dakota, Tennessee, Texas, Vermont, Virginia, Washington, and Wisconsin. (Affiliation of locals with State associations not mandatory.)

Local unions: Alabama, 22; Alaska, 1; Arizona, 12; Arkansas, 11; California, 131; Colorado, 30; Connecticut, 14; Delaware, 1; District of Columbia, 2; Florida, 19; Georgia, 12; Hawaii, 2; Idaho, 21; Illinois, 47; Indiana, 32; Iowa, 27; Kansas, 23; Kentucky, 14; Louisiana, 12; Maine, 5; Maryland, 7; Massachusetts, 22; Michigan, 39; Minnesota, 26; Mississippi, 9; Missouri, 31; Montana, 16; Nebraska, 19; Nevada, 1; New Hampshire, 10; New Jersey, 27; New Mexico, 7; New York, 46; North Carolina, 16; North Dakota, 8; Ohio, 39; Oklahoma, 22; Oregon, 31; Pennsylvania, 54; Porto Rico, 8; Rhode Island, 6; South Carolina, 8; South Dakota, 16; Tennessee, 28; Texas, 34; Utah, 5; Vermont, 4; Virginia, 24; Washington, 18; West Virginia, 2; Wisconsin, 29; Wyoming, 9. *Total*, 1,059.

Membership.—40,000.

Post Office Clerks of the United States, the United National Association of

Not affiliated to the American Federation of Labor.

Organized in 1899, in New York City; incorporated under the laws of Maryland on January 25, 1900; reincorporated in the District of Columbia in 1909.

Objects.—"To improve the efficiency of the Postal Service, to unite fraternally all post office clerks in the United States who are eligible to membership, for the protection of themselves and their dependents in the event of death or disability; to secure through cooperation with the Post Office Department the classification of post office clerks, with a view to securing more equitable salary rates, regulation of hours of labor, the upholding at all times of civil-service rules and regulations, and for the establishment of branch associations and a mutual benefit auxiliary, and such other objects as may from time to time arise."

Territorial jurisdiction.—United States and possessions.

Trade jurisdiction.—The classified clerical service of the United States Post Office (exclusive of the executive departmental office).

Government.—1. Executive committee, composed of president, first vice president, secretary, treasurer, and the chairman of the advisory board and the finance committee (elected), "shall have complete control of the affairs of the national association not otherwise provided for."

Advisory board (elected) is policy-forming body.

Civil-service committee, composed of president, secretary, and chairman of the advisory board, acts on "all matters pertaining" to civil service.

2. State branches: Composed of five or more locals in any State, and chartered by the national association. "State branches shall be governed by such rules and regulations as they may prescribe," provided they do not conflict with national constitution and by-laws.

3. Local branches: Autonomy not defined in constitution.

4. Convention: Held annually; enacts legislation and elects general officers. Laws enacted by convention may be submitted to referendum. Constitutional amendments by convention, or by convention and referendum.

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Qualifications for membership.—Any employee in the classified civil service who is designated by the Post Office Department as a post office clerk is eligible to membership. Male and female membership.

Agreements.—None; working conditions and salary determined by legislation.

Benefits.—Group insurance.

Official organ.—The Post Office Clerk.

Headquarters.—Colorado Building, Washington, D. C.

Organization.—State branches: Alabama, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Mississippi Missouri, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, Tennessee, Texas, Vermont, Virginia, Washington, West Virginia, Wisconsin.

Local branches: Alabama, 41; Alaska, 4; Arizona, 15; Arkansas, 45; California, 91; Colorado, 48; Connecticut, 55; Delaware, 14; District of Columbia, 1; Florida, 40; Georgia, 52; Hawaii, 2; Idaho, 20; Illinois, 209; Indiana, 84; Iowa, 68; Kansas, 70; Kentucky, 46; Louisiana, 25; Maine, 42; Maryland, 24; Massachusetts, 90; Michigan, 82; Minnesota, 64; Mississippi, 28; Missouri, 58; Montana, 20; Nebraska, 33; Nevada, 12; New Hampshire, 32; New Jersey, 84; New Mexico, 15; New York, 315; North Carolina, 34; North Dakota, 16; Ohio, 170; Oklahoma, 76; Oregon, 30; Pennsylvania, 290; Porto Rico, 12; Rhode Island, 14; South Carolina, 32; South Dakota, 12; Tennessee, 27; Texas, 188; Utah, 6; Vermont, 25; Virginia, 38; Washington, 35; West Virginia, 42; Wisconsin, 98; Wyoming, 14. *Total*, 2,988.

Membership.—45,000.

Letter Carriers, National Association of

Affiliated to the American Federation of Labor.
Organized 1889; incorporated February 26, 1892.

Objects.—"The object of this association shall be: First, to unite fraternally all letter carriers in the United States for their mutual benefit; second, to obtain and secure our rights as Government employees, and to strive at all times to promote the welfare of every member; third, to create and establish the United States Letter Carriers' Mutual Benefit Association; fourth, in conjunction with the Post Office Department to strive for the constant improvement of the Postal Service; fifth, to create and establish the United States Letter Carriers' National Sick Benefit Association."

Territorial jurisdiction.—United States and possessions.

Trade jurisdiction.—The letter carrier service of the United States Post Office.

Government.—1. General officers: President, vice president, secretary, assistant secretary, treasurer, executive board of five members, one State vice president from each State. "The executive board in conjunction with the president shall have general supervision and control over the association during recess."

2. State associations: "The State association shall be composed of the subordinate branches in any one State."

3. District associations: "The district association shall be composed of the subordinate branches in a given district."

4. Subordinate branches: "The subordinate branches shall be composed of the members of the National Association of Letter Carriers working under the supervision of one postmaster."

Constitution and by-laws for State associations, district associations, and subordinate branches, respectively, are uniform and dictated by the national association. Autonomy limited chiefly to size of standing committees, initiation fees, and dues (within specified limits).

5. Convention: Meets biennially; elects general officers and legislates for organization, subject to referendum.

Qualifications for membership.—Letter carriers and substitute letter carriers in the United States Postal Service are eligible to membership.

Agreements.—None.

Benefits.—Life, accident, and health insurance through mutual benefit societies within the organization.

Official organ.—The Postal Record.

Headquarters.—American Federation of Labor Building, Washington, D. C.

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Organization.—State associations: Alabama, Arizona, California, Colorado, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin.

Subordinate branches: Alabama, 21; Arizona, 9; Arkansas, 28; California, 128; Colorado, 28; Connecticut, 38; Delaware, 6; District of Columbia, 1; Florida, 30; Georgia, 28; Hawaii, 1; Idaho, 19; Illinois, 170; Indiana, 95; Iowa, 87; Kansas, 64; Kentucky, 40; Louisiana, 14; Maine, 30; Maryland, 16; Massachusetts, 91; Michigan, 84; Minnesota, 60; Mississippi, 24; Missouri, 65; Montana, 16; Nebraska, 35; Nevada, 4; New Hampshire, 24; New Jersey, 99; New Mexico, 8; New York, 193; North Carolina, 40; North Dakota, 7; Ohio, 133; Oklahoma, 45; Oregon, 30; Pennsylvania, 235; Porto Rico, 3; Rhode Island, 8; South Carolina, 25; South Dakota, 17; Tennessee, 42; Texas, 60; Utah, 13; Vermont, 15; Virginia, 24; Washington, 35; West Virginia, 29; Wisconsin, 76; Wyoming, 8. *Total*, 2,401.

Membership.—56,483.

Rural Letter Carriers' Association, National

Not affiliated to the American Federation of Labor.
Organized in Chicago in 1903.

Objects.—"The purpose of this association shall be fraternal and for the study and adoption of the best method of performing the duties of the rural letter service; to seek improvement in the condition of all its members, and to cooperate at all times with the department for the advancement of the service."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Rural mail service of the United States Post Office.

Government.—1. Executive committee of three members in conjunction with the president has "general supervision and control of the association."

2. State association, largely autonomous.

3. Convention: Held annually; elects general officers. Constitutional amendments by convention only.

Qualifications for membership.—All regular, substitute, or retired rural letter carriers are eligible to membership, but each State association determines qualifications for membership in its own State. (Only white members are eligible to serve as delegates to conventions or to hold office.)

Agreements.—None. Wages and working conditions determined by legislation.

Benefits.—Group insurance.

Official organ.—National Rural Letter Carrier.

Headquarters.—Rosston, Okla. (secretary; variable).

Organization.—Unit of organization is, variously, the county, a group of counties, a congressional district, or one general State association. All States except Wyoming are represented in the organization.

Membership.—34,493.

Rural Letter Carriers, National Federation of

Affiliated to the American Federation of Labor.
Organized in 1920 after a secession movement from the National Rural Letter Carriers' Association.

Objects.—"The objects of the National Federation of Rural Mail Carriers shall be: First, to unite all rural letter carriers in the United States for their fraternal, social, and economic advancement; second: In conjunction with the Post Office Department to strive for the constant improvement of the Postal Service."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The rural mail service of the United States post office.

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Government.—1. Executive board, composed of president, vice president, secretary-treasurer, and an executive committee of five elected members, has executive management of the organization.

2. State branches: Autonomy not defined in constitution.

3. Convention: Held annually; elects general officers and enacts legislation. Constitutional amendments by convention or by referendum.

Qualifications for membership.—Any one employed as a regular or substitute rural letter carrier is eligible to membership. (Only white members are eligible as delegates to conventions or to hold office.)

Agreements.—None. Wages and working conditions controlled by legislation

Benefits.—Death (by assessment).

Official organ.—The Message.

Headquarters.—La Fayette, Ind. (variable).

Organization.—State branches only: Alabama, Arkansas, California, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, Texas, Utah, Washington, Wisconsin.

Membership.—Not reported. American Federation of Labor voting strength, 800.

Postal Employees, National Alliance of

Not affiliated to the American Federation of Labor.

Organized at Chattanooga, Tenn., in 1913, by negro employees of the Railway Mail Service who, because of their race, were not eligible to membership in the Railway Mail Association. As first organized membership was confined to workers in the railway mail, but in 1923 the scope was extended to include all colored workers in the United States Postal Service.

Objects.—The object of this alliance is "to provide close relationship among postal employees to enable them to perfect any movement that will be for their benefit as a class and for the benefit of the Postal Service; also, to conduct business for a fraternal beneficiary organization for the sole benefit of its members and not for profit; and to provide relief for its members and their beneficiaries and make provision for the payment of benefits to them in case of death, temporary and permanent disability as a result of accident."

Territorial jurisdiction.—United States.

Trade jurisdiction.—United States Post Office Department.

Government.—1. The executive committee is composed of the nine district presidents and the general officers of the organization, namely, president, vice president, secretary-treasurer, editor, and auditor. The president is the executive head.

2. District alliances formed in geographical districts outlined by the constitution. Constitution, rules, and by-laws subject to approval of the executive committee.

3. Branch alliances formed in cities where there are a sufficient number of workers to maintain a local organization. Constitution and by-laws subject to approval of the executive committee.

4. Convention: Biennial. Constitutional amendments by convention only. General officers elected by referendum for two-year terms.

Qualifications for membership.—"Any regular employee or certified substitute in the Post Office Department under civil service rules" is eligible to membership.

Agreements.—None. Wages, hours, and working conditions determined by legislation.

Benefits.—Death; disability and accident insurance (contributory).

Official organ.—The Postal Alliance.

Headquarters.—1216 U Street NW., Washington, D. C.

Organization.—Local branches: Alabama, 2; Arkansas, 2; California, 3; District of Columbia, 1; Florida, 2; Georgia, 10, Illinois, 3; Indiana, 1; Kansas, 1; Kentucky, 2; Louisiana, 2; Maryland, 2; Michigan, 1; Mississippi, 4; Missouri, 3; Nebraska, 1; New York, 1; North Carolina, 1; Ohio, 5; Pennsylvania, 2; South Carolina, 3; Tennessee, 5; Texas, 9; Virginia, 6. *Total*, 72.

Membership.—3,300.

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Post Office Laborers of the United States, National Association of

Not affiliated to the American Federation of Labor.

Organized August 7, 1912, incorporated in New Jersey, February 26, 1913.

Objects.—"To unite fraternally all post-office watchmen, messengers, and laborers in the United States who are eligible to membership; to secure through cooperation of the Post Office Department the classification of post-office watchmen, messengers, and laborers with a view to securing more acceptable salary rates, regulation of hours of labor, the upholding at all times of civil-service rules and regulations, and for such other objects as may from time to time arise."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The watchman, messenger, and laborer classification in the United States Post Office Department.

Government.—1. General officers: President, two vice presidents, recording secretary, financial secretary, and treasurer. The president is the administrative head.

2. Branch associations: "Branches which reserve the right of self-government and to make their own constitution and by-laws so long as they do not conflict with the constitution and by-laws of the national association."

3. Convention: Held annually; elects general officers. Constitutional amendments by vote only.

Qualifications for membership.—Any person who is in the employ of the Post Office Department as a watchman, messenger, or laborer, is eligible to membership.

Agreements.—None. Wages and working conditions determined by legislation.

Benefits.—None.

Official organ.—None.

Headquarters.—1951 Fifty-third Street, Brooklyn, N. Y. (secretary; variable).

Organization.—Local branches and membership at large: Arkansas, 1; California, 1; Colorado, 1; Connecticut, 1; District of Columbia, 1; Georgia, 1; Illinois, 2; Iowa, 1; Kentucky, 1; Maine, 1; Maryland, 1; Massachusetts, 2; Michigan, 1; Minnesota, 2; Missouri, 2; Nebraska, 1; New Jersey, 1; New York, 6; Ohio, 3; Oklahoma, 1; Pennsylvania, 2; Texas, 2; Utah, 1; Washington, 1. *Total*, 37.

Membership.—2,117.

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AMUSEMENTS

THREE national organizations—two of them in the professional field—and several American Federation of Labor local unions are found in the entertainment business.

The largest in this group, and one of the largest and strongest organizations in the labor movement as well, is the American Federation of Musicians, the jurisdiction of which embraces professional players of musical instruments.

The second professional organization, the Associated Actors and Artistes of America, is a federation of various autonomous bodies covering different branches of the theatrical profession. One of the component organizations, Actors' Equity Association, comprises nearly three-fourths of the entire membership. It is composed of actors and actresses on the legitimate stage. Other distinct craft groups within the federation include vaudeville actors and musical comedy and grand-opera choruses.

Theatrical stage employees and moving-picture machine operators are represented in the third national organization.

Theatrical business managers and agents in New York City have recently organized and have received a charter of affiliation from the American Federation of Labor as a directly affiliated local union. Ticket sellers and takers, wardrobe mistresses and attendants, theater ushers, etc., are similarly organized.

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Actors and Artistes of America, Associated [6]

Affiliated to the American Federation of Labor.

Organized in New York City on July 18, 1919. The first group of public entertainers to form a union were vaudeville performers and the union was chartered by the American Federation of Labor as a directly affiliated local known as Actors' Protective Union No. 6453.

[6] There are two other organizations in the theatrical field, the Actors' Fidelity League and the National Vaudeville Artists. The Actors' Fidelity League was organized as a protest against the affiliation of Actors' Equity with the American Federation of Labor. It was promoted and encouraged by theatrical producers and managers. The present membership is 180.

The National Vaudeville Artists was organized by the Keith interests after the defeat of the old vaudeville union, the White Rats. It is still fostered by the Keith management and is essentially a "company union." It has a membership of about 10,000.

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The organization grew into a national union chartered in 1896 as the Actors' National Protective Union, a name which in 1909 was changed to the Actors' International Union. In 1900 the American Federation of Labor chartered a second organization of vaudeville actors known as the White Rats Union. In 1910 these two organizations amalgamated under the name of the larger and more powerful, and received a charter as the White Rats Actors' Union of America.

In the legitimate field the first efforts toward economic organization were made by the Actors' Society of America, but this organization was short-lived, and by 1916 had ceased to function.

On December 22, 1912, a gathering of 80 actors met in New York City and took steps toward forming a union. Five months later the Actors' Equity Association was launched with 112 members.

With a view to strengthening its position in the effort to secure advantageous contracts from producers, the association, in 1916, applied to the American Federation of Labor for a charter of affiliation. Because the White Rats Actors' Union of America held the jurisdiction covering the theatrical field the application was refused, but the suggestion was made that the legitimate actors form a branch of the union already chartered. No agreement to that end was reached and the Actors' Equity remained outside the American Federation of Labor until 1919.

Meanwhile the White Rats Actors' Union had been practically annihilated as the result of disastrous defeat in their strike of 1917. When the Actors' Equity Association made a second application to the American Federation of Labor for affiliation, in 1919, the White Rats surrendered their charter and the federation chartered both groups under the title "Associated Actors and Artistes of America."

This organization is a federation of autonomous groups divided by crafts and nationalities. The component organizations are: In the legitimate field—Actors' Equity Association (which comprises more than 70 per cent of the total membership), Hebrew Actors' Union, and Hungarian Actors and Artistes' Association; in the vaudeville field—American Artistes' Federation (formerly White Rats Actors' Union), and the German White Rats Actors' Union; chorus—Chorus Equity Association, Grand Opera Choral Alliance, and Hebrew Chorus Union.

Objects.—"The policy of this union shall be the 'union shop'; an equitable contract and to prevent and abolish all abuses from which its members suffer or may suffer."

Territorial jurisdiction.—United States, Canada, Mexico, South America, and Cuba.

Trade jurisdiction.—"All actors and actresses, whether legitimate, lyceum, circus, cabaret, vaudeville, chautauqua, burlesque, motion picture, stage manager, director, assistant stage manager or director, or any other entertainers of the public."

Government.—Governed by an executive committee composed of president, vice president, secretary-treasurer and five other elected members.

General meeting held annually in New York City.

Qualifications for membership.—Actors' Equity Association: "Persons who have been actors for at least two years are eligible to election as regular members. Persons who have been actors for less than two years and who have played at least one speaking part are eligible to election as junior members."

Hebrew Actors' Union: Applicants must qualify by acting a part acceptably before the membership.

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Other groups: All persons actually engaged within the jurisdiction covered are eligible to membership.

Agreements.—Actors' Equity Association negotiates as an organization with producers, both associated and independent. "Basic agreement" covers standard minimum working conditions. Signed individually and supplemented by a personal contract covering pay.

Chorus Equity Association negotiates an agreement with producers, both associated and independent, covering working conditions and a minimum wage scale.

Benefits.—None.

Official organ.—None. (Actors' Equity Association publishes "Equity" as its official organ.)

Headquarters.—115 West Forty-seventh Street, New York City.

Organization.—General membership organization; no locals.

Branches: Actors' Equity Association, Chorus Equity Association, American Artistes' Federation, Grand Opera Choral Alliance, which are craft divisions; German White Rats Actors' Union, Hebrew Chorus Union, Hebrew Actors' Union, Hungarian Actors' and Artistes' Association, which are language and craft divisions.

Membership.—14,000.

Musicians, American Federation of

Affiliated to the American Federation of Labor.

Organized in Indianapolis, Ind., October 19, 1896. The present organization of musicians was founded at a convention held in Indianapolis on October 19, 1896, at which 27 local organizations were represented. A musician's organization, the National League of Musicians of America, existed at the time, but it was a professional society wholly. Many branches of the league sent representatives to take part in the organization of the trade-union, and were expelled from the league in consequence. In the resulting struggle between the two organizations for the control of professional musicians, the old league was gradually absorbed by the new federation.

Objects.—"The object of the American Federation of Musicians shall be to unite all local unions of musicians, the individual musicians who form such local unions, and conditional members of the American Federation of Musicians into one grand organization for the purpose of the general protection and advancement of their interests, and for the purpose of enforcing good faith and fair dealing, as well as consistency with union principles, in all cases involving or of interest to members and local unions of the federation."

Territorial jurisdiction.—United States and possessions and Canada.

Trade jurisdiction.—Professional players of musical instruments.

Government.—1. Executive council, composed of president, vice president, secretary, treasurer, and five elected members, one of whom shall be a Canadian, "shall have general supervision of all matters pertaining to the federation."

2. Local unions: Subordinate; autonomy limited.

3. Convention: Held annually; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—"Performers on musical instruments of any kind who render musical services for pay are classed as professional musicians and are eligible to membership." Male and female membership.

Agreements.—All agreements and contracts, whether for individuals or for organizations, must be made on official blanks of the American Federation of Musicians. Detailed price scales, hours, working conditions, etc., are fixed by the general laws of the organization.

Benefits.—Strike.

Official organ.—The International Musician.

Headquarters.—37–39 William Street, Newark, N. J.

Organization.—Local unions only: *United States*—Alabama, 5; Arizona, 3; Arkansas, 6; California, 37; Colorado, 11; Connecticut, 22; Delaware, 2; District of Columbia, 2; Florida, 12; Georgia, 5; Idaho, 4; Illinois, 85; Indiana, 28; Iowa, 22; Kansas, 17; Kentucky, 4; Louisiana, 3; Maine, 7; Maryland, 5; Massachusetts, 30; Michigan, 19; Minnesota, 13; Mississippi, 5; Missouri, 13;

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Montana, 15; Nebraska, 6; Nevada, 3; New Hampshire, 4; New Jersey, 20; New Mexico, 2; New York, 61; North Carolina, 3; North Dakota, 4; Ohio, 57; Oklahoma, 16; Oregon, 6; Pennsylvania, 71; Rhode Island, 4; South Carolina, 3; South Dakota, 4; Tennessee, 4; Texas, 17; Utah, 4; Vermont, 2; Virginia, 5; Washington, 18; West Virginia, 15; Wisconsin, 27; Wyoming, 9; Hawaii, 1. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 2; New Brunswick, 1; Nova Scotia, 1; Ontario, 28; Quebec, 2; Saskatchewan, 5. *Total*, 786, of which 46 are negro organizations.

Membership.—125,000.

Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of Theatrical

Affiliated to the American Federation of Labor.

Organized July 17, 1893. The first organization among stage employees began in New York City in the early seventies, with the formation of fraternal and relief societies. Later, with the rise of the Knights of Labor, the stage hands in several of the large cities became identified with that movement.

The locals of stage hands, however, followed the swing of the craft unionists from the Knights of Labor to the American Federation of Labor, and affiliated with the latter organization as local trade-unions.

In 1893 the 11 local unions then existing met in conference in New York City and formed the National Alliance of Theatrical Stage Employees. Five years later, with the chartering of a local in Montreal, Canada, the alliance became international in character and changed its name to International Alliance of Theatrical Stage Employees.

Changes in the theatrical business have determined the changes in scope of the organization. The alliance was founded at a time when the field was largely limited to legitimate dramatic productions in the very large cities. Stock-company production in smaller centers followed, then vaudeville and road shows. Still later, with the extension of jurisdiction to motion-picture-machine operators, the field became practically universal.

Jurisdiction over the motion-picture-machine operators was claimed by both the stage employees and the electrical workers, and both these organizations took projectionists into membership. The theatrical stage employees' organization was the more active and more successful in the new field, but for years the International Brotherhood of Electrical Workers contested their right to the motion-picture men. A decision of the 1914 convention of the American Federation of Labor granted the jurisdiction unequivocally to the International Alliance of Theatrical Stage Employees.

Following this decision the title of the alliance was expanded to International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada. The new title is not, however, used by the American Federation of Labor, in which organization it is still chartered as the International Alliance of Theatrical Stage Employees of America.

Objects.—"To improve our condition, to insure the maintenance of a fair rate of wages for services competently rendered, to assure the employment of our members in these industries and that equity may be maintained."

Territorial jurisdiction.—United States and Canada.

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Trade jurisdiction.—The mechanical department of the theatrical stage (covering stage carpenters, property men, stage electricians, and all other stage employees) and the projection of moving pictures.

Government.—1. General executive board, composed of president, seven vice presidents (one of whom shall be a resident and citizen of Canada), and general secretary-treasurer, "shall have entire supervision and authority over the alliance except during such time as the alliance is in convention assembled."

2. Local unions: "Home rule is granted to all affiliated locals of this alliance, and this shall be construed as authority conferred upon each local to exercise full control over its own affairs: *Provided, however*, That in the conduct of such business no action shall be taken that will conflict with any portion of the constitution and by-laws of the alliance."

3. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention only. No referendum except as to calling special or district conventions.

Qualifications for membership.—Eighteen months' residence in the jurisdiction, passing a satisfactory examination; application must be passed upon by general secretary-treasurer. An applicant for membership "must have been a member in good standing of the union of whatever other craft he has followed previous to the date of his application, provided there has been a local of his craft in his city."

Apprenticeship.—Controlled locally.

Agreements.—"All affiliated locals shall enter into written contracts with local managers and other employers covering conditions of employment of their members." (Constitutional mandate.)

Agreements are negotiated by local unions, generally with individual theaters. Terms vary widely with varying conditions in different localities.

Traveling members have individual contracts which are uniform throughout the membership.

Benefits.—Strike; and prosecution of claims against employers for members by claim department of the alliance.

Official organ.—General Bulletin (not a journal).

Headquarters.—1440 Broadway, New York, N. Y.

Organization.—District divisions:

No. 1. Montana, Idaho, Oregon, Washington, and British Columbia.

No. 2. California, Nevada, Arizona, New Mexico, Utah, and Colorado.

No. 3. Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut.

No. 4. New York, Pennsylvania, New Jersey, Delaware, Maryland, Virginia, West Virginia, and District of Columbia.

No. 5. Wyoming, South Dakota, and Nebraska.

No. 6. Oklahoma, Texas, Arkansas, Kansas, and Louisiana west of the Mississippi.

No. 7. Tennessee, Alabama, Georgia, Florida, North and South Carolina, Mississippi, and Louisiana east of the Mississippi.

No. 8. Michigan, Indiana, Ohio, and Kentucky.

No. 9. Wisconsin, Iowa, Illinois, and Missouri.

No. 10. Minnesota and North Dakota.

No. 11. Ontario, Quebec, Prince Edward's Island, Nova Scotia, and New Brunswick.

No. 12. Manitoba, Saskatchewan, and Alberta.

Local unions: Local unions of stage hands and moving-picture-machine operators organized into separate locals except in small towns: *United States*—Alabama, 10; Arizona, 3; Arkansas, 4; California, 38; Colorado, 8; Connecticut, 17; Delaware, 2; District of Columbia, 2; Florida, 13; Georgia, 6; Idaho, 5; Illinois, 32; Indiana, 27; Iowa, 20; Kansas, 16; Kentucky, 4; Louisiana, 8; Maine, 4; Maryland, 5; Massachusetts, 32; Michigan, 18; Minnesota, 10; Mississippi, 6; Missouri, 15; Montana, 7; Nebraska, 5; Nevada, 1; New Hampshire, 1; New Jersey, 22; New Mexico, 1; New York, 56; North Carolina, 8; North Dakota, 3; Ohio, 46; Oklahoma, 15; Oregon, 5; Pennsylvania, 52; Rhode Island, 4; South Carolina, 4; South Dakota, 4; Tennessee, 10; Texas, 31; Utah, 4; Virginia, 10; Washington, 16; West Virginia, 8; Wisconsin, 19; Wyoming, 2. *Canada*—Alberta, 4; British Columbia, 3; Manitoba, 2; New Brunswick, 1; Ontario, 20; Quebec, 4; Saskatchewan, 5. *Total*, 678.

Membership.—23,000.

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MISCELLANEOUS MANUFACTURES

A NUMBER of small craft unions exist in various manufacturing lines which can be classified only as miscellaneous. In but one case is there any jurisdictional relation between unions in this group. The exception is in leather production and manufacture, in which there are two unions with practically the same title, one of them affiliated to the American Federation of Labor. The independent organization—the United Leather Workers' International Union of America—would be eliminated from the handbook, because it is local in character in spite of its name, but for the fact that its field of operation is in the tanning of leather and not in the manufacture of leather goods, and hence it includes practically all of the organized tannery workers, although it has no membership outside the tanneries of Massachusetts. The jurisdictional claims of the affiliated union, the United Leather Workers' International Union, cover tanneries, but its actual membership is among workers engaged in leather manufactures other than gloves and shoes, such as travelers' goods, pocketbooks, and leather novelties. The International Pocketbook Workers' Union, formerly an independent industrial union, merged with the affiliated organization in leather manufacture in 1928, in which it comprises about 75 per cent of the present membership.

The American Wire Weavers' Association, though small numerically, is really a closed union, embracing all journeymen in the trade, which is the manufacture of the Fourdrinier wire screen used in making paper. It has rigid regulations governing the admission of apprentices, and a very high initiation fee for foreign workers.

The organizations in this group are as follows:

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Broom and Whisk Makers' Union, International

Affiliated to the American Federation of Labor.
Organized 1893, as the International Broom Makers' Union.

Objects.—"The objects of the international union shall be the promotion of the material and intellectual welfare of all the workers in the broom trade: (1) by organization; (2) by education and enlightenment; (3) by reduction of the hours of labor; (4) by gradually abolishing such evils as exist in the trade; (5) by aiding the members to secure employment; (6) by agitation to abolish the competition of convict labor; (7) by agitation to regulate the

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competition of State, county, and city charitable institutions; (8) by making propaganda for the union label; (9) to establish a uniform scale of wages in various competitive districts." (Constitution.)

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"The international union shall have jurisdiction over all broom or whisk tiers and sewers (hand or power), broom-corn sorters, sizers, bunchers, scrapers, operators on patent broom machines, nailers on metal case brooms, feather duster makers, all workers engaged in the preparation of material for brooms or whisks, all workers on articles made for sweeping, whether made of broom corn or other material."

Government.—1. General executive board, consisting of general president, general vice president, general secretary-treasurer, and eight district representatives. The general secretary is the active administration officer, and is the only one employed full time on salary.

The general executive board represents "the international organization in every respect"; makes and adopts "such provisions and rules as may become necessary for the best interests of the organization," and has full power over strikes. Decisions of the general executive board may be appealed to the convention or to referendum.

General officers are selected for a 2-year term, alternately by referendum and by the convention.

2. Local unions: "Local unions shall have power to adopt their own scale of wages," and "shall have jurisdiction over apprentices, who shall be subject to the trade rules of the local."

3. Convention: Meets every four years; legislates for organization and elects general officers.

Legislation and amendments to constitution and by-laws by convention and initative and referendum.

Qualifications for membership.—"No workers shall be barred from membership in any local union on account of creed, color, or nationality, except Asiatic labor * * * A candidate for membership as a journeyman tier, sewer, hand or power, or sorter, must have served two years at the branch of the trade for which he claims membership. A candidate for membership as an auxiliary member must have been employed in a broom factory for six months."

Broom makers and other workers at the trade who are blind and employed in State, county, city, or privately controlled institutions or workshops for the blind, will be admitted to membership as local unions.

Membership at large may be held by individuals working in localities where no locals exist.

Apprenticeship regulations.—"Local unions shall have jurisdiction over apprentices, who shall be subject to the trade rules of the local. In no case shall there be more than the following apprentices employed: Less than 12 journeymen tiers or sewers, 1 apprentice; 12 or more journeymen tiers or sewers, but less than 22, 2 apprentices; 22 or more journeymen tiers or sewers, 3 apprentices In no case shall there be more than 3 apprentices in any 1 factory, or more than 1 apprentice to be an apprentice sewer. No apprentices shall be put on during a dull season or when journeymen broom makers are being laid off

"The wages to be paid the apprentices shall be the same as received by journeymen."

Apprentice term is two years.

Agreements (union label shops).—Negotiated by local unions, subject to approval of the general executive board. Union label under the direction and control of the general executive board, and its use is limited and defined by the constitution and general trade laws.

Benefits.—Strike and lockout; death.

Official organ.—The Broom Maker.

Headquarters.—853 King Place, Chicago, Ill.

Organization.—Local unions only: *United States*—Alabama, 1; Arkansas, 1; California, 2; Illinois, 3; Indiana, 1; Iowa, 1; Kansas, 2; Louisiana, 1; Michigan, 1; Minnesota, 2; Missouri, 3; New Jersey, 1; New York, 1; Ohio, 1; Oklahoma, 1; Pennsylvania, 2; Texas, 1; Washington, 2; Wisconsin, 1; *Canada*—Ontario, 2. *Total*, 30. (One local union in Dublin, Ireland.)

Membership.—Not reported. American Federation of Labor voting strength, 500.

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Diamond Workers' Protective Union of America

Affiliated to the American Federation of Labor.

Organized September 16, 1902, in New York City. The first organization was known as the Diamond Polishers' Protective Union of America. Jurisdiction was later extended to cutters and setters, and in 1903 the name was changed to the Diamond Workers' Protective Union of America.

Objects.—"The aim of this organization is to promote the moral and financial welfare of all workers in the diamond-cutting industry."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Diamond polishing, cutting, and sawing.

Government.—The executive board, composed of president, secretary, and treasurer, and delegates elected by and from the different shops and branches, "shall transact all business of this organization."

Executive committee, composed of president, secretary, and treasurer, "shall represent the union in all instances" and "shall execute decisions of the executive board and general meetings."

"The delegates are recognized officers of this union. * * * They shall control all matters in their respective shops, receive complaints, and try to settle all controversies between the members and the employer except when wage questions are involved."

2. General meetings: "Regular general meetings shall be held once every three months. * * * General strikes can only be declared and assessments can only be levied at a general meeting."

3. Shop and branch meetings: Called by order of the president. "Members must attend all shop and branch meetings when called." General president presides at branch and shop meetings.

General officers elected by popular vote.

Qualifications for membership.—All bona fide diamond workers are eligible to membership.

Apprenticeship regulations.—"The executive board shall have the right to give consent for the admission of apprentices to the trade subject to the following rules:

"Every member can make application to the executive board in writing to have his son admitted to apprenticeship, provided such son shall be 16 years old at the time application is made.

"At no time shall the number of apprentices admitted exceed 10 per cent of the total number of members of this union.

"No apprentice shall be admitted before he has been subjected to a physical examination and have had his eyesight tested by the physician and optician assigned by the union. The reports received from these authorities must be satisfactory to the board.

"As soon as apprentices shall receive a wage of $18 they shall not longer be included in the number of apprentices in regard to the percentage admitted to the trade.

"Apprentices admitted by request of employers shall be included in the 10 per cent allowed and shall be subject to the same supervision, rules, and regulations laid down by this union for other apprentices."

Agreements.—Made between officers of the union and of the Diamond Cutters Manufacturers' Association.

"The week commencing on the last Monday of the month of July of every year shall be set aside as a general vacation week. During that week no member of this union shall be permitted to work." (Constitution.)

Benefits.—Strike and lockout; death (by assessment); out-of-work insurance (contributory); optical care once every two years.

Official organ.—The Diamond Worker.

Headquarters.—132 Joralemon Street, Brooklyn, N. Y.

Organization.—General membership; no locals.

Membership.—325.

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Jewelry Workers' Union, International

Affiliated to the American Federation of Labor.

Organized in New York City in September, 1916. An International Jewelry Workers' Union composed of a number of directly affiliated unions, was chartered by the American Federation of Labor in 1900. This organization maintained a precarious existence with a steadily decreasing membership until 1912, when it surrendered its charter and disbanded. Such local organizations as remained intact returned to the American Federation of Labor as directly affiliated locals. In 1916 representatives of these unions met in New York and established a new International Jewelry Workers' Union affiliated to the American Federation of Labor.

This second organization was formed on industrial lines rather than with the craft limitations of its predecessors, and it immediately became involved in jurisdictional disputes. The first of these was a conflict with the Diamond Workers' Protective Union over the diamond setters who held membership in the Jewelry Workers' Union. This was adjusted by the transfer in 1918 of the diamond setters in jewelry shops to the Diamond Workers' Protective Union. Later the International Association of Machinists protested against the inclusion of jewelry tool and die makers in the jurisdiction of the jewelry workers' union and the metal polishers and buffers' union claimed jurisdiction over all metal work in the jewelry trade. The dispute with the machinists was settled out of court, but the American Federation of Labor sustained the metal polishers and ordered the jewelry workers' union to release its metal workers to the craft union. This the International Jewelry Workers' Union refused to do, and it was suspended from the American Federation of Labor in 1920. After the suspension, the American Federation of Labor again chartered a local of the jewelry workers' in direct affiliation to the federation. To check this move and to preserve the entity of the international, concessions were made to the metal polishers and the International Jewelry Workers' Union was reinstated in the American Federation of Labor.

Objects.—"The object of this international shall be the encouragement and formation of local unions throughout the American continent composed of male and female workers, or members at large; to establish a uniform wage for the same class of work regardless of sex; to abolish the sweatshop system, child labor, competitive piecework and home work; to protect the interests of the workers by bringing about a perfect system of apprenticeship; to reduce the hours of labor; to substitute arbitration for strikes wherever possible to do so; to promote the use of the union label as the sole guaranty of union-made goods; to support the union label of all other bona fide labor organizations and to assist all labor unions to the full extent of our power."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—"This organization shall have jurisdiction over the following branches of the jewelry industry: Platinum, gold and silver workers; chain, bracelet, and locket makers; setters of precious stones, pearls and imitations thereof; lapidary workers on precious stones and imitations thereof, designers, engravers, chasers, enamelers and engine-turners; emblematic buttons, badges, pins, banners; society emblems, medal and medallion workers and assemblers of same; modelers, casters, polishers, lapper and colorers; platinum, gold and silver plating workers; refiners and melters; drop and press hands and all metal mountings used in optical goods; makers of platinum, gold and silver findings; watchcase workers and repairers thereof; watch and clock workers and repairers thereof; cigarette, vanity, watchcase, mesh-bag and jewel-box workers of all metals; dental machanics; the making

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of all tools and dies used in the jewelry industry; all metal and celluloid buttons and jewelry vanity workers; all those employed in the making of jewelry novelties out of precious and semiprecious metals of all descriptions."

Government.—1. General executive board, composed of president, 10 vice presidents and secretary-treasurer.

"The administrative powers of this body when not in convention shall be vested in the general executive board with full power of supervision of the entire affairs of the general body and its subordinate locals."

2. Local unions: "Government of all local unions and members shall be vested in the international as the supreme head to which all matters of importance shall be referred and whose decisions shall be final. Each local union shall have the power to frame its own by-laws, which shall in no way conflict with the constitution of the international."

3. Convention: Meets biennially. Constitutional amendments either by convention or by initiative and referendum. Nomination and election of general officers by referendum.

Qualifications for membership.—Any wage earner in any branch of the industry under the jurisdiction of the International Jewelry Workers' Union is eligible for membership. Male and female membership.

Apprenticeship regulations.—Constitutional provision: "There shall be a legal apprenticeship system established. The employer binding himself to teach the jewelry trade, but such employer shall not have more than 1 apprentice for every 10 journeymen in his employ. But not more than 3 apprentices will be allowed in any one "shop." In practice apprenticeship is regulated by local unions and no definite term is fixed.

Agreements.—Negotiated by local unions but approved by the general executive board. Union label in some union shops.

Benefits.—Strike and lockout; death.

Official organ.—None.

Headquarters.—Room 607, 112–118 West Forty-fourth Street, New York, N. Y.

Organization.—Local unions only: *United States*—California, 2; Connecticut, 1; Georgia, 1; Illinois, 1; Maine, 1; New Jersey, 1; New York, 5; Pennsylvania, 1; Washington, 1. *Canada*—British Columbia, 1; Ontario, 1. *Total*, 16.

Membership.—Not reported. American Federation of Labor voting strength, 900.

Leather Workers' International Union, United

Affiliated to the American Federation of Labor.

Organized in Indianapolis, Ind., in April, 1917. Harness and saddlery workers had two organizations, the United Brotherhood of Harness and Saddle Workers, and the National Association of Saddle and Harness Makers. These two organizations merged in 1896, and became the United Brotherhood of Leather Workers on Horse Goods, and affiliated to the American Federation of Labor.

Trunk and bag makers organized the Trunk and Bag Workers' International Union at Louisville, Ky., in 1895, and affiliated to the American Federation of Labor in 1898. This organization increased its jurisdiction extensively during the following years, and in 1903 become the Travelers' Goods and Leather Novelty Workers' International Union.

The Amalgamated Leather Workers of America, composed of tannery workers, existed as a national union affiliated to the American Federation of Labor from 1901 to 1912, when its charter was surrendered. From that time such organization as existed among tannery workers outside of Massachusetts was carried on through directly affiliated American Federation of Labor locals.

In 1917 all of these organizations amalgamated to form the United Leather Workers' International Union. Before this amalgamation took place, however, the Travelers' Goods and Leather Novelty Workers' International Union had suffered disruption because of a

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secession movement on the part of the pocketbook workers. This group, after a few years' intensive organization, established itself as an independent national union in 1923, and remained independent until 1926, when it sought affiliation to the American Federation of Labor. The United Leather Workers protested their affiliation as a distinct craft, and the question was for a time compromised by chartering the locals of the International Pocket Book Workers' Union as directly affiliated American Federation of Labor locals. In 1928 the pocketbook workers amalgamated with the United Leather Workers under an agreement which allows the former independent organization to retain its name and to continue complete jurisdiction and autonomy over workers in the handbag, pocketbook, and fancy leather goods trade.

Objects.—"The object of this union is to establish and uphold a fair and equitable rate of wages and decrease the hours of labor and regulate all trade matters pertaining to the welfare of its members; to educate the wage earner in all economic questions that are necessary to better the conditions of the wageworkers and to elevate their position and to maintain and protect the interest of the craft in general."

Territorial jurisdiction.—United States and possessions and Canada.

Trade jurisdiction.—"The production of leather and by-products thereof," except gloves and shoes. Specifically, tanneries and the manufacture of harness and saddlery, travelers' goods, pocketbooks and leather novelties, and machinery belts.

Government.—1. General executive council, composed of the general president, two vice presidents, and six elected members, is the controlling body. President and secretary-treasurer are the chief administrative officers.

2. Local unions: Autonomous within the limits defined by the national constitution.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention or referendum.

Qualifications for membership.—Any person employed within the jurisdiction is eligible to membership. In Pocketbook Workers' section foremen and forewomen with power to hire and discharge are not eligible. Male and female membership.

Apprenticeship regulations.—Three-year term; one apprentice to 10 journeymen.

Agreements.—Negotiated locally with individual employers in the general trade. Pocketbook makers have standard agreement covering all establishments operated by members of the manufacturers' association.

Benefits.—Strike and lockout; relief (by pocketbook workers).

Official organ.—None (pocketbook workers issue the International Pocketbook Worker irregularly).

Headquarters.—Walsix Building, Kansas City, Mo. Pocketbook Workers' headquarters, 53–55 West 21st Street, New York City, N. Y.

Organization.—Local unions only in general trade; shop organization in jurisdiction of Pocketbook Workers' Union: *United States*—California, 1; Colorado, 2; Delaware, 1; Illinois, 2; Indiana, 1; Iowa, 1; Kentucky, 2; Massachusetts, 2; Minnesota, 1; Missouri, 3; Montana, 1; Nebraska, 1; New York, 3; Ohio, 2; Pennsylvania, 1; Tennessee, 1; Texas, 1; Wisconsin, 1. *Canada*, 1. *Total*, 28.

Membership.—8,000, of which the Pocketbook Workers report 6,000.

Pocketbook Workers' Union

While the former International Pocketbook Workers' Union is now a part of the United Leather Workers' International Union, it retains its industrial form of organization, with the shop as the basic unit. It is divided into trade sections—cutters, operators, pocketbook makers, pursemakers, helpers, framers, handle, and mirror workers—each section of which is represented on the joint council, which is the governing body. A convention is held biennially, which

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elects general officers. Control of agreements and trade and working conditions remains solely with the joint council of the pocketbook workers' selection.

Leather Workers' International Union of America, United

Not affiliated to the American Federation of Labor.

Organized at Peabody, Mass., September 2, 1915. Although called an international union, it operates only in Massachusetts at present.

Objects.—"The object of this union is to establish and uphold a fair, equitable rate of wages and decrease the hours of labor and regulate all trade matters pertaining to the welfare of its members; to educate the wageworkers in all economic questions that are necessary to better the conditions of wageworkers and to elevate their position and to maintain and protect the interest of the craft in general."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The production of leather and by-products thereof.

Government.—1. General officers consist of national organizer, natonal secretary-treasurer, and an executive board of nine members.

2. Local unions; subordinate.

3. Convention: Held annually; elects general officers. Legislation and constitutional amendments by convention or by initiative and referendum.

Qualifications for membership.—Any person "working in the production or transportation of leather and by-products thereof, and of good moral character," is eligible to membership.

Apprenticeship regulations.—None.

Agreements.—None.

Benefits.—Strike.

Official organ.—None.

Headquarters.—Peabody, Mass.

Organization.—Local unions only: Massachusetts, 3.

Membership.—1,400.

Powder and High Explosive Workers of America, United

Affiliated to the American Federation of Labor.

Organized December 5, 1901, from local unions directly affiliated to the American Federation of Labor.

Objects.—"The objects of this organization are to organize and unite under one banner all branches of our craft; * * * to assist each other in securing employment, to reduce the hours of labor, to secure a higher standard of wages for work performed, to oppose the use of machinery that is a source of danger to life and limb, and to minimize the risk by the use of the most safe and improved machinery."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The manufacture of powder and high explosives.

Government.—1. Executive council, composed of president, vice president, secretary-treasurer, and two additional elected members, has general supervisory authority over the organization.

2. Local unions: Subordinate; constitution imposed by general office, but they "shall have power to frame and adopt by-laws," subject to the approval of the executive board.

3. Convention: Biennial; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—"To be eligible to membership the applicant must be of good character and be engaged in the industry as a worker at the time of application." Male and female membership.

Apprenticeship.—None.

Agreements.—Negotiated by local unions, but must be uniform; contract form issued by international. Union label used on products of union shops.

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Benefits.—Strike.
Official organ.—None.
Headquarters.—Clinton, Ind.
Organization.—Local unions only: Arkansas, 1; Indiana, 2; Kansas, 2; Pennsylvania, 1. *Total*, 6.
Membership.—157.

Wire Weavers' Protective Association, American

Affiliated to the American Federation of Labor.

Organized in 1882 as the American Wire Weavers' Protective and Benevolent Association. A former union of the craft was organized in 1876, but it died out. The present organization was founded by the three divisions then in existence. The word "benevolent" was dropped from the title some years after the inauguration of the association. It is solely an economic, price-fixing body.

Objects.—"To have supervision in all matters relating to Fourdrinier wire weaving, and to bind the divisions closer together for the mutual advantage and protection of all."
Territorial jurisdiction.—United States.
Trade jurisdiction.—Fourdrinier wire weaving.
Government.—1. National executive board, composed of president, vice president, secretary-treasurer, and one delegate from each division, has supervision and control of all matters pertaining to the association.
2. Local divisions: Subordinate; autonomy not defined.
3. National executive board meets once a year and transacts general business. General officers elected by general membership.
Qualifications for membership.—Applicants for membership must be "Christian, white, male of the full age of 21, and have served an apprenticeship of four years on a hand or power loom at the Fourdrinier wire-weaving trade in a union shop."
Foreigners applying for admission must declare citizenship intentions and pay an initiation fee of $1,000.
Apprenticeship regulations.—"All apprentices shall be Christian white males, and shall serve four years at the Fourdrinier wire-weaving trade.
"No person shall be entitled to start his apprenticeship who has attained the age of 21 years unless he has been employed in the shop and is waiting his turn to start on a loom.
"The ratio of apprentices to journeymen shall be 1 to 7 on power looms and 1 to 5 on hand looms.
"No journeyman shall be included in the count of the ratio of apprentices unless he has been employed at least six months.
"All apprentices shall serve three of their four years on a loom if not contrary to the laws of the State."
Agreements.—Negotiated annually by the national executive board, acting under instructions from the divisions, in conference with the manufacturers. Agreements cover entire industry, and cover price lists, which are uniform throughout the industry. Union label.
Benefits.—None.
Official organ.—None.
Headquarters.—9122 Eighty-ninth Street, Woodhaven, Long Island, N. Y.
Organization.—Local divisions only: Massachusetts, 1; New Jersey, 1; New York, 1; Ohio, 2; Wisconsin, 1. *Total*, 6.
Membership.—380.

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MISCELLANEOUS TRADES

VARIOUS trades and callings which do not come within any industrial classification are represented in the following group of unions. All but two of them are affiliated to the American Federation of Labor. Of the two independent bodies, one is a semiprofessional organization of registered pharmacists which, while seeking expansion nationally, is so far confined to California. The other, the International Brotherhood of Telephone Workers, is to some extent a dual union. It grew out of a secession movement within the International Brotherhood of Electrical Workers, but its activities are restricted to the New England States, in which territory it has largely superseded the parent body.

In some case jurisdictional claims as stated by unions in this group conflict with jurisdictions actually exercised by other affiliated unions. For example, while elevator starters and operators are claimed by the Building Service Employees' International Union, workers of that kind, when organized, are members of the Elevator Constructors' International Union, not of the building employees' organization.

Stenographers, typists, and office workers, exclusive of those employed in offices of railroads and the Federal Government, are organized into local unions affiliated directly to the American Federation of Labor. Clerical workers in the fields excluded above are included in the jurisdictions of two affiliated national organizations—the Brotherhood of Railway Clerks (p. 80) in the first instance, and the National Federation of Federal Employees (p. 180) in the second.

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Barbers' International Union of America, Journeymen

Affiliated to the American Federation of Labor.

Organized December 5, 1887, in Buffalo, N. Y. A union of barbers was formed in 1878, known as the Barbers' Protective Union, with headquarters in Philadelphia. It was short-lived, but was succeeded

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by a number of local unions, some of which were under the Knights of Labor. These local unions came together in 1887 and formed the present organization. In 1924 the international amended its constitution so as to include woman barbers and hairdressers.

Objects.—To "promote unity of sentiment and action among the journeymen barbers of America, and join them closer together for mutual protection."

Territorial jurisdiction.—United States and possessions; Canada.

Trade jurisdiction.—The barber and hairdressing trade.

Government.—1. General executive board, composed of president, secretary-treasurer, and nine vice presidents, "shall have full power to transact the business of the organization during their term of office."

2. Local unions: "Each local union may make its own by-laws, which must, however, be in accordance with this constitution and subject to the approval of the general president." They may "regulate the hours of labor, prices, and wages in their respective localities," and "shall have control over all local affairs if not in conflict with the constitution."

3. Convention: Held every five years. Enacts legislation and elects general officers. Constitutional amendments by initiative and referendum.

Qualifications for membership.—"Any competent journeyman barber, hairdresser, waver, marceler, or cosmetician other than a member of the oriental race, not over 55 years of age, having served an apprenticeship of three years at the trade," is eligible to membership. Applicants over 55 years of age may become nonbeneficiary members. Male and female membership. Proprietors who are not employers may be members.

Apprenticeship regulations.—"All apprentices must be registered with the local union. * * * No shop displaying the union shop card shall accept as an apprentice any person under the age of 16 years. * * * No shop displaying the union shop card shall be allowed more than one apprentice at any one time." Apprenticeship term, two years.

Agreements.—Negotiated by local union, upon terms approved by international officers before being submitted to employers. Union shop card agreements regulated by international office.

Benefits.—Sick and death.

Official organ.—The Journeyman Barber.

Headquarters.—222 East Michigan Street, Indianapolis, Ind.

Organization.—Local unions only: *United States*—Alabama, 13; Arizona, 7; Arkansas, 10; California, 44; Colorado, 11; Connecticut, 20; District of Columbia, 2; Florida, 12; Georgia, 8; Idaho, 6; Illinois, 70; Indiana, 42; Iowa, 27; Kansas, 24; Kentucky, 17; Louisiana, 9; Maine, 7; Maryland, 1; Massachusetts, 35; Michigan, 21; Minnesota, 16; Mississippi, 13; Missouri, 20; Montana, 14; Nebraska, 10; Nevada, 2; New Hampshire, 6; New Jersey, 22; New Mexico, 6; New York, 58; North Carolina, 5; North Dakota, 6; Ohio, 59; Oklahoma, 38; Oregon, 12; Pennsylvania, 60; Rhode Island, 5; South Dakota, 6; Tennessee, 11; Texas, 73; Utah, 2; Vermont, 4; Virginia, 8; Washington, 20; West Virginia, 10; Wisconsin, 21; Wyoming, 7; Porto Rico, 2; Hawaii, 1. *Canada*—Alberta, 4; British Columbia, 4; Manitoba, 1; Ontario, 20; Quebec, 4; Saskatchewan, 3. *Total*, 939.

Membership.—51,840.

Bill Posters and Billers of America, International Alliance of

Affiliated to the American Federation of Labor.

Organized in 1903 from various directly affiliated American Federation of Labor local unions, the first of which was formed in Chicago, in 1902.

Objects.—"We hereby pledge ourselves to assist each other in securing reasonable compensation for services rendered, and to use our influence with other organized bodies to assist us in accomplishing our objects; to endeavor, to the best of our ability, to disseminate useful information by means of lectures, pamphlets, and industrial literature among our coworkers, and to develop the intelligence which exists among our people. While we are opposed to entering any political party as a body, we declare it to be our duty to use our influence with the lawmaking power to secure the enactment of laws beneficial to our

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interests and those of wage earners in general, and to secure and retain employment for our members, to protect them from oppression, and to place ourselves on a foundation sufficiently strong to resist any further encroachments on our rights."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Bill posting, billing, and advertising sign work.

Government.—1. General executive board, composed of president, secretary, and seven vice presidents, "shall have the power to make laws not provided for in the constitution," and decide upon all grievances and appeals, subject to review by the convention. The president "shall exercise general supervion of the alliance's jurisdiction."

2. Local unions: "It shall be the cardinal principle of the alliance to preserve home rule in every local where such rule does not conflict with the laws of the international alliance," but "no local shall engage in a strike without the consent of the executive board."

3. Convention: Biennial; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—"Any man of the age of 18 years who has been vouched for by two members in good standing of either the alliance or a local, shall be entitled to membership." Every applicant must take an examination in practical work before he is admitted to membership.

Membership at large provided for workers where there is no local.

Apprenticeship.—None.

Agreements.—"Circus agreement" negotiated and controlled by international alliance. Other agreements negotiated locally with individual employers—are substantially personal contracts.

Benefits.—None.

Official organ.—None.

Headquarters.—Longacre Building, Forty-second and Broadway, New York City.

Organization.—Local unions only: *United States*—Alabama, 1; California, 4; Colorado, 1; Connecticut, 3; District of Columbia, 1; Florida, 2; Georgia, 1; Illinois, 5; Indiana, 3; Iowa, 3; Kansas, 1; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 6; Michigan, 3; Minnesota, 4; Missouri, 3; Nebraska, 2; New Hampshire, 1; New Jersey, 5; New York, 10; Ohio, 9; Oklahoma, 1; Oregon, 1; Pennsylvania, 10; Tennessee, 1; Texas, 5; Utah, 1; Virginia, 1; Washington, 1; West Virginia, 1; Wisconsin, 2. *Canada*—Ontario, 3; Quebec, 1; *Total*, 99.

Membership.—6,000.

Building Service Employees' International Union

Affiliated to the American Federation of Labor.

Organized in 1917 from directly affiliated American Federation of Labor local unions.

Objects.—"The object of this international union shall be to develop a closer union and more complete organization of all wage earners in the field under its jurisdiction, and to assist its members in obtaining adequate compensation for their labor and general improvement of the conditions under which they work."

Territorial jurisdiction.—United States.

Trade jurisdiction.—The maintenance and upkeep of all private and public buildings, institutions, schools, and grounds, such as apartment houses, apartment hotels, flat buildings, office buildings, theaters, schools, hospitals, public auditoriums, amusement halls, parks, stores, factories, card and billiard rooms, which include such workers as janitors and janitresses, elevator operators, starters, window cleaners, scrub women, maids, housekeepers, watchmen in buildings and industrial plants, including those used for fire prevention, door tenders, ushers, cashiers, and any other employees not herein specified who are engaged in the maintenance and upkeep of such places.

Government.—1. General executive board, composed of president, secretary-treasurer, five vice presidents, and one trustee, "shall transact all business of the international union between conventions." President is the administrative officer and has "supervisory power over local unions and the membership thereof."

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2. Local unions: "The constitution and by-laws of all local unions must be submitted to the international union for approval."

3. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention only—no referendum.

Qualifications for membership.—Any person engaged in work under the jurisdiction is eligible to membership. Male and female membership.

Agreements.—None.

Benefits.—None.

Official organ.—None.

Headquarters.—130 North Wells Street, Chicago, Ill.

Organization.—Information withheld.

Membership.—8,000.

Clerks' International Protective Association, Retail

Affiliated to the American Federation of Labor.

Organized in Detroit, Mich., December, 1890, as a national union. With extension of jurisdiction to Canada the name was changed in 1899 to the present one.

Objects.—"For the purpose of promoting unity and sentiment of action among the retail clerks and joining them closer together for mutual protection."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—The selling force of mercantile and mail-order establishments (other than the liquor trade).

Government.—1. Executive board consists of president, seven vice presidents, and a secretary-treasurer. President is the chief administrative officer with wide powers.

2. District organizations composed of the local unions within an assigned territory and "subject to the jurisdiction, laws, rules, and usages of the international association."

3. Local unions: "All local unions shall be under the jurisdiction of the international and district associations and may make such laws for their government as they deem necessary, provided they do not conflict with the international and district constitution or agreements entered into."

4. Convention: Every fifth year. Nomination and election of officers by referendum. Constitutional amendments by convention or by initiative or referendum.

Qualifications for membership.—All persons employed in mercantile or mail-order establishments who are actively engaged in handling or selling merchandise and who have reached the age of 16 years are eligible to membership. Male and female membership.

All applicants between the ages of 16 and 50 who are not afflicted with a chronic or incurable disease become beneficiary members. Applicants over 50 and those afflicted with a chronic or incurable disease are classed as nonbeneficiary.

Apprenticeship regulations.—None.

Agreements.—Union store card. Agreement drawn up by the international officers, but negotiated locally. Agreements deal chiefly with working hours and must be uniform throughout the jurisdiction of the district association.

Benefits.—Funeral.

Official organ.—The Retail Clerks' International Advocate.

Headquarters.—La Fayette, Ind.

Organization.—Information withheld.

Membership.—Withheld; American Federation of Labor voting strength, 10,000.

Horseshoers of the United States and Canada, International Union of Journeymen

Affiliated to the American Federation of Labor.

Organized April 27, 1874, as the Journeymen Horseshoers' National Union of the United States of America. With extension of jurisdiction to Canada, this name was changed in 1893 to the

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present title. The name was incorporated in the State of Ohio, August 14, 1912.

Objects.—"The object for which our international union is formed and maintained is for the purpose of organizing local unions and to facilitate a thorough organization of the trade throughout the United States and Canada for mutual benefit and protection."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Horseshoeing.

Government.—1. General officers: President (who is also general organizer), three vice presidents, and secretary-treasurer, who comprise the executive council.

2. Local unions: "Each local union shall adopt a constitution and by-laws not in conflict with the articles of incorporation and by-laws of the international union."

3. Convention: Meets annually; elects general officers.

Qualifications for membership.—Any competent horseshoer who is capable of earning the minimum scale of wages established by the local union having jurisdiction over the locality where he is employed may make application for membership in that local, and if he is temperate and of good character, and complies with all the requirements prescribed in these by-laws, he may be elected to membership, provided there are no members of the local out of employment.

Apprenticeship regulations.—The term of apprenticeship shall be four years, or less, providing apprentice becomes a proficient mechanic.

"Only one apprentice shall be allowed to work in any shop within the jurisdiction of any local union, and any shop employing more than one apprentice shall be declared 'unfair.'"

Agreements.—Uniform agreement negotiated by local unions but sanctioned by executive board. Union label; union shop card.

Benefits.—Strike and lockout (local and national).

Official organ.—Journeymen Horseshoers' Monthly Magazine.

Headquarters.—Second National Bank Building, Cincinnati, Ohio.

Organization.—Local unions only: *United States*—Alabama, 2; Arkansas, 1; California, 10; Colorado, 2; Connecticut, 4; Delaware, 1; District of Columbia, 1; Florida, 1; Georgia, 1; Idaho, 1; Illinois, 18; Indiana, 9; Iowa, 5; Kansas, 2; Kentucky, 2; Louisiana, 2; Maryland, 1; Massachusetts, 9; Michigan, 6; Minnesota, 5; Mississippi, 1; Missouri, 5; Montana, 5; Nebraska, 2; New Hampshire, 1; New Jersey, 7; New York, 19; Ohio, 12; Oklahoma, 3; Oregon, 1; Pennsylvania, 8; Rhode Island, 1; Tennessee, 1; Texas, 7; Utah, 2; Virginia, 2; Washington, 3; West Virginia, 2; Wisconsin, 5; Wyoming, 1. *Canada*—British Columbia, 2; Manitoba, 1; Ontario, 3; Quebec, 1. *Total*, 178.

Membership.—1,000.

Laundry Workers' International Union

Affiliated to the American Federation of Labor.

Organized in Troy, N. Y., in November, 1900. This union started in 1898 as a directly affiliated American Federation of Labor local composed of shirt and collar workers in the factories at Troy, N. Y. It grew, in 1900, into the Shirt Waist and Laundry Workers' International Union. It continued to control both the making and the laundering of shirts and collars until 1909, when jurisdiction over the manufacturing end was taken over by the United Garment Workers, the original charter being surrendered and a new one granted which gave jurisdiction over laundries only. With the adoption of cleaning and dyeing processes by laundries, the Laundry Workers' International Union assumed and now exercises control of workers in that line who are employed in laundries, by agreement with the Journeymen Tailors' Union, whose charter covers cleaning, dyeing, and pressing.

Objects.—"First, to organize and cooperate with all laundry workers; second, to abolish competition in each respective branch of the trade by securing a

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universally equal and just rate of wages without resorting to strikes; third, to discourage Asiatic, sweatshop, child, and convict labor by creating a demand for the union label at all times."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—Customs laundries.

Government.—1. General executive board, composed of president and four vice presidents, has general power and supervision over the organization.

2. Local unions: "To subordinate unions is granted the right of making all necessary laws for self-government which do not conflict with the laws of the international and which have been approved by the general president."

3. Convention: Held biennially; enacts legislation. Constitutional amendments adopted by convention must be ratified by referendum. Amendments and other legislation by initiative and referendum as well as by convention.

Nomination and election of general officers by referendum.

Qualifications for membership.—All persons actually employed in laundries are eligible to membership. Male and female membership.

Foremen and forewomen and supervisors with power to hire and discharge are retained at option of local union.

Apprenticeship.—None.

Agreements.—Formulated by local unions and submitted to international officers for approval before beginning negotiations, which are carried on with individual employers.

Benefits.—Strike, lockout, and victimization.

Official organ.—None.

Headquarters.—817 Second Avenue, Troy, N. Y.

Organization.—Local unions only: California, 12; Colorado, 1; District of Columbia, 1; Illinois, 7; Indiana, 2; Kansas, 1; Kentucky, 1; Massachusetts, 3; Montana, 5; Nevada, 1; New York, 1; Oklahoma, 1; Oregon, 3; Texas, 1; Vermont, 1; Washington, 7; Wyoming, 4. *Total*, 52.

Membership.—6,000.

Pharmacists, American Registered

Not affiliated to the American Federation of Labor.

Organized in San Francisco, Calif., in 1901, beginning as a small local organization of drug store clerks in San Francisco. Branches were organized and brought together in one body called the California Drug Clerks' Association. Subsequently adopting the title "American Registered Pharmacists," the organization has sought to become national in character. So far, however, it has not extended beyond California.

Objects.—"The aims and objects shall be to promote a higher standard of pharmacy, encourage sociability, maintain a satisfactory wage scale, shorten the hours of labor, procure employment for and generally improve the condition of all its members."

Territorial jurisdiction.—United States.

Trade jurisdiction.—Registered pharmacists.

Government.—1. "The board of directors shall have jurisdiction and authority over all matters relating to the welfare of the organization, between sessions." General officers: President, 5 vice presidents, director of finance, board of directors of 15 elected members. The president is the administrative officer, subject to the control of the board of directors.

2. Local unions: "Branches," subordinate. Constitution and by-laws determined by general organization.

3. Convention. Held annually; enacts legislation and elects general officers. No referendum.

Qualifications for membership.—Any reputable person 18 years of age or over who possesses a certificate of registration from a State or Territorial board of pharmacy as a registered licentiate pharmacist or registered assistant pharmacist is eligible to membership.

Apprenticeship regulations.—Determined by State law.

Agreements.—None.

Benefits.—Employment bureau.

Official organ.—The American Registered Pharmacist Journal.

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Headquarters.—Loew-Warfield Building. 988 Market Street, San Francisco, Calif.

Organization.—Local unions only (California): Alameda County (Oakland, Alameda and Berkeley); Fresno; Kern County; Los Angeles; Sacramento; San Francisco; San Jose; Stockton.

Membership.—2,500.

Telegraphers' Union of North America, Commercial

Affiliated to the American Federation of Labor.

Organized in Washington, D. C., in March, 1903, as the result of an amalgamation of two organizations, the International Union of Commercial Telegraphers, with headquarters at Chicago, and the Order of Commercial Telegraphers with headquarters at St. Louis.

The International Union of Commercial Telegraphers had its inception at Chicago in June, 1902, and held its first convention in Chicago in September of the same year.

The Order of Commercial Telegraphers was the outgrowth of the Brotherhood of Commercial Telegraphers fostered by the Order of Railroad Telegraphers from 1897 to 1902.

Both organizations applied for a charter from the American Federation of Labor in 1902. The American Federation of Labor convention ordered a joint conference of the two organizations, which took place in Washington in March, 1903, and an amalgamation resulted. The Commercial Telegraphers' Union of America was agreed upon as the title of the amalgamated organization, and the first convention was held in New York in July, 1903. The name of the organization was changed to the Commercial Telegraphers' Union of North America at the fourteenth regular and first triennial convention held in Chicago, in September, 1928.

Objects.—"To protect, maintain, and advance trade interests and to secure better conditions of employment; to establish and uphold a fair and equitable rate of wages; to give all moral and material aid in our power to members and those dependent upon them; to distinguish the work performed by members of the union and make it preferred; to discourage the indiscriminate teaching of telegraphy."

Territorial jurisdiction.—United States and Canada.

Trade jurisdiction.—All branches of the telegraph service except railroad.

Government.—1. General officers are: President, secretary-treasurer, and five elected members comprising the general executive board.

The president is the chief executive officer, subject to instructions and advice of the general executive board The general executive board has appellate power.

2. Subordinate units: Territory defined and allocated by general assembly to subordinate units "known as systems divisions, brokers divisions, such other private-wire divisions as may be found necessary to conform to this union's principle of complete autonomy for the various branches of the commercial telegraph."

"District councils may be formed upon approval by the international president, by seven or more members in good standing of two or more subordinate units. * * * The purpose of the district council shall be to carry on social, fraternal, and legislative activities of the union * * * and for these purposes the council may act concurrently with the subordinate units. Persons employed in branches of the service over which no subordinate unit has jurisdiction shall carry their membership in the district council."

3. Convention: Held triennially; enacts legislation and elects general officers. Constitution amendments by convention or by referendum.

Qualifications for membership.—Any white person of good moral character who is over 16 years of age and is actually employed as a commercial teleg-

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rapher or as an operative connected with an automatic telegraph machine, and maintenance of lines, bookkeeper or clerk in the commercial telegraph service, or in the operation of a telephone, shall be eligible to membership. Any commercial telegrapher, although not actually so employed, is eligible to membership. Male and female membership.

Agreements.—Agreements covering press division negotiated by general officers. Other agreements negotiated by division committees. "A district, division, or general committee shall not be authorized to establish or regulate a scale of wages affecting members other than those it represents," and "no committee shall present a schedule, contract, or agreement to their employers nor attempt to secure its adoption, until it has first been approved by the international president."

Benefits.—Funeral.

Official organ.—The Commercial Telegraphers' Journal.

Headquarters.—113 South Ashland Boulevard, Chicago, Ill.

Organization.—Three separate and autonomous divisions:

Commercial, divided into 11 systems divisions: Canadian Pacific; Government Telegraphers of British Columbia and the Yukon; Canadian Government Telegraphers (central); Western Union; Postal Telegraph; American Telephone and Telegraph; Pipe Line; Packers'; United States Government; Buffalo; Canadian National.

Press, divided into 5 systems divisions: International News Service; United Press; Canadian; Associated Press; National Press.

These in turn are subdivided into circuits, under a general chairman.

Broker, divided into 15 systems divisions: Eastern (Maryland); New England; Western; Eastern Canada; Southwest; Michigan; Ohio; Middle Western; Atlantic (Pennsylvania); Philadelphia; Pacific Coast; Southern; Ontario; Western Canada; Southeast.

District councils: *United States*—Baltimore; Buffalo; Chicago; Des Moines; Fire Telegraphers' Council (New York); Memphis; Milwaukee; New York City; Pittsburgh. *Canada*—Montreal; Toronto; Vancouver; Winnipeg.

General assembly (headquarters 113 South Ashland Boulevard, Chicago), for members not permanently located.

Membership.—5,000.

Telephone Workers, International Brotherhood of

Not affiliated to the American Federation of Labor.

Organized in Boston, Mass., May 15–16, 1920, by employees of the New England Telephone Co. who withdrew from the International Brotherhood of Electrical Workers.

Objects.—"The objects of the International Brotherhood of Telephone Workers are: To organize all telephone workers into local unions, to maintain a higher standard of skill, to encourage the formation of schools of instruction in local unions for teaching the practical application of electricity and for trade education generally, to cultivate feelings of friendship among the men of our craft, to settle all disputes between employers and employees by arbitration (if possible); to assist each other in sickness and distress, to secure employment, to reduce the hours of labor, to secure adequate pay for our work, and by legal and proper means elevate the moral, intellectual, and social conditions of our members."

Territorial jurisdiction.—The New England States.

Trade jurisdiction.—Telephone manufacture, installation, maintenance, assembling, and operation.

Government.—1. General officers are president, three vice presidents, secretary-treasurer, and an executive council of nine elected members. The executive council, "shall have general direction, control, and management of all property and business" of the organization, between conventions.

2. Local unions: Autonomy limited and defined by international constitution. Local unions have power to make their own by-laws and working rules subject to approval of international president.

3. Convention: Biennial; enacts legislation and elects general officers.

Qualifications for membership.—"Any telephone worker of good moral character not over 55 years of age nor less than 18, and of good sound health and not afflicted with any disease or subject to any complaint liable to endanger life,

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is eligible to membership in this brotherhood." Members promoted to supervisory positions "above the grade of foreman, senior testman, etc." become members of the general office instead of the local. Male and female membership.

Apprenticeship regulations.—"Each local union shall adopt its own apprenticeship system, as the peculiar conditions of each district may require."

Agreements.—Negotiated locally, but must be approved by general officers. "All agreements between local unions and employers must contain a condition that the local union is a part of the International Brotherhood and that a violation or annulment of an agreement with any local union annuls all agreements entered into by the same party with any other local union of the International Brotherhood of Telephone Workers." Grievances handled by conference boards.

Benefits.—Death.

Official organ.—None.

Headquarters.—Kimball Building, 18 Tremont Street, Boston, Mass.

Organization.—Local unions only: Maine, 2; Massachusetts, 19; New Hampshire, 1; Rhode Island, 1; Vermont, 1. *Total*, 24.

Membership.—5,400.

Industrial Workers of the World

The Industrial Workers of the World was organized at Chicago, Ill., July 7, 1905, at a conference instigated chiefly by the Western Federation of Miners and the American Labor Union. Represented in the conference were the two organizations mentioned, the Socialist Trades and Labor Alliances, the United Brotherhood of Railway Employees, and numerous other organizations among which were 16 American Federation of Labor unions who were in sympathy with the movement to organize all wageworkers into one organization. Numerically, the Western Federation of Miners was the strongest organization in the group, but the Socialist Trades and Labor Alliances proved influential enough to inject partisan politics into the first conference. Discord over the question of political action resulted in 1906 in the withdrawal of the Western Federation of Miners from the I. W. W., and in 1908 in a division of the organization into two factions. Each side continued to function as the Industrial Workers of the World, the seceding element, which was the exponent of socialistic party activities, establishing headquarters in Detroit, Mich. This state of affairs continued until 1915, when the Detroit faction gave up the title "I. W. W." and became the Workers International Industrial Union. This group, by formal resolution, went out of existence in 1924 and turned its records and properties over to the Socialist Labor Party. The Chicago faction continues as the Industrial Workers of the World.

Objects.—"The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life.

"Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production and abolish the wage system.

"* * * It is the historic mission of the working class to do away with capitalism. The army of production must be organized not only for the everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old."

Jurisdiction.—The Industrial Workers of the World shall be composed of actual wageworkers brought together in an organization embodying industrial

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departments, industrial unions, industrial unions with branches, industrial district councils, and general district councils.

Departments.—"An industrial department shall be made of industrial unions of closely kindred industries" and "shall have general supervision over the affairs of the industrial unions" of which it is composed.

"The departments shall be designated as follows: Department of agriculture, land, fisheries, and water products; department of mining; department of transportation and communication; department of manufacturing and general production; department of construction; department of public service."

Industrial unions.—"Industrial unions shall be composed of actual wage-workers in a given industry welded together as the particular requirements of said industry may render necessary."

Councils.—General industrial union district councils, composed of delegates of two or more industrial unions in a given district; industrial district councils, composed of delegates from shops and branches of each industry within a given district.

Government.—1. General executive board, composed of the general secretary-treasurer and seven elected members, "shall have general supervision of the entire affairs of the organization between conventions." Its decisions "on all matters pertaining to the organization or any subordinate part thereof shall be binding, subject to appeal to the next convention or to the membership." It "shall be assisted by the officers and members of all organizations subordinate to the I. W. W."

2. Industrial unions "shall have power to enact such laws for their government as they may deem necessary," consistent with the constitution and by-laws of the general organization.

3. Convention: Held annually. "The convention of the I. W. W. is the legislative body of the organization." All legislative enactments and constitutional amendments passed by the convention are, however, subsequently submitted to general referendum. Legislation and constitutional amendments may also be initiated and referred.

General officers are nominated by convention and elected by referendum. Subject to recall vote.

Qualifications for membership.—"None but actual wageworkers shall be members," but "no working man or woman shall be excluded from membership because of creed or color. * * * Editors of papers not controlled by the I. W. W. shall not be eligible to membership."

Agreements.—"Any agreement entered into between the members of any organization and their employers shall not be considered valid until approved by the general executive board." Agreements may not be made for a specified time or contain a provision that the membership is bound to give notice before making demands affecting hours, wages, and shop conditions.

Benefits.—None.

Official organ.—Industrial Solidarity (weekly). Other publications of the I. W. W. are local and in foreign languages.

Headquarters.—555 West Lake Street, Chicago, Ill.

Organization.—Industrial unions functioning at present are: Agricultural Workers, Lumber Workers, Coal and Metal Miners, Oil Workers, General Construction (railroad, road, bridge, etc.), House and Building Construction, Metal and Machinery Workers, Food Stuff Workers, Marine Transport Workers, Railroad Workers, and a group classed as small unions containing textile workers.

Membership.—30,000.

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LIST OF BULLETINS OF THE BUREAU OF LABOR STATISTICS

The following is a list of all bulletins of the Bureau of Labor Statistics published since July, 1912, except that in the case of bulletins giving the results of periodic surveys of the bureau only the latest bulletins on any one subject is here listed.

A complete list of the reports and bulletins issued prior to July, 1912, as well as the bulletins published since that date, will be furnished on application. Bulletins marked thus (*) are out of print.

Conciliation and Arbitration (including strikes and lockouts).

*No. 124. Conciliation and arbitration in the building trades of Greater New York. [1913.]
*No. 133. Report of the industrial council of the British Board of Trade on its inquiry into industrial agreements. [1913.]
No. 139. Michigan copper district strike. [1914.]
No. 144. Industrial court of the cloak, suit, and skirt industry of New York City. [1914.]
No. 145. Conciliation, arbitration, and sanitation in the dress and waist industry of New York City. [1914.]
*No. 191. Collective bargaining in the anthracite coal industry. [1916.]
*No. 198. Collective agreements in the men's clothing industry. [1916.]
No. 233. Operation of the industrial disputes investigation act of Canada. [1918.]
No. 255. Joint industrial councils in Great Britain. [1919.]
No. 283. History of the Shipbuilding Labor Adjustment Board, 1917 to 1919.
No. 287. National War Labor Board: History of its formation, activities, etc. [1921.]
No. 303. Use of Federal power in settlement of railway labor disputes. [1922.]
No. 341. Trade agreement in the silk-ribbon industry of New York City. [1923.]
No. 402. Collective bargaining by actors. [1926.]
No. 468. Trade agreements, 1927.
No. 481. Joint industrial control in the book and job printing industry. [1928.]

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No. 313. Consumers' cooperative societies in the United States in 1920.
No. 314. Cooperative credit societies in America and in foreign countries. [1922.]
No. 437. Cooperative movement in the United States in 1925 (other than agricultural).

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*No. 109. Statistics of unemployment and the work of employment offices in the United States. [1913.]
No. 172. Unemployment in New York City, N. Y. [1915.]
*No. 183. Regularity of employment in the women's ready-to-wear garment industries. [1915.]
*No. 195. Unemployment in the United States. [1916.]
No. 196. Proceedings of the Employment Managers' Conference held at Minneapolis, Minn., January 19 and 20, 1916.
*No. 202. Proceedings of the conference of Employment Managers' Association of Boston, Mass., held May 10, 1916.
No. 206. The British system of labor exchanges. [1916.]
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*No. 241. Public employment offices in the United States. [1918.]
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No. 310. Industrial unemployment: A statistical study of its extent and causes. [1922.]
No. 409. Unemployment in Columbus, Ohio, 1921 to 1925.

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*No. 142. Administration of labor laws and factory inspection in certain European countries. [1914.]
No. 494. Labor legislation of Uruguay. [1929.]

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*No. 158. Government aid to home owning and housing of working people in foreign countries. [1914.]
No. 263. Housing by employers in the United States. [1920.]
No. 295. Building operations in representative cities in 1920.
No. 500. Building permits in the principal cities of the United States in [1921 to] 1928. (In press.)

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*No. 104. Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories. [1912.]
No. 120. Hygiene of the painters' trade. [1913.]
*No. 127. Dangers to workers from dusts and fumes, and methods of protection. [1913.]
*No. 141. Lead poisoning in the smelting and refining of lead. [1914.]
*No. 165. Lead poisoning in the manufacture of storage batteries. [1914.]
*No. 179. Industrial poisons used in the rubber industry. [1915.]
No. 188. Report of British departmental committee on the danger in the use of lead in the painting of buildings. [1916.]
*No. 201. Report of committee on statistics and compensation insurance cost of the International Association of Industrial Accident Boards and Commissions. [1916.]
*No. 207. Causes of death, by occupation. [1917.]
*No. 219. Industrial poisons used or produced in the manufacture of explosives. [1917.]
No. 221. Hours, fatigue, and health in British munition factories. [1917.]
No. 230. Industrial efficiency and fatigue in British munition factories. [1917.]
*No. 231. Mortality from respiratory diseases in dusty trades (inorganic dusts). [1918.]
*No. 234. Safety movement in the iron and steel industry, 1907 to 1917.
No. 236. Effects of the air hammer on the hands of stonecutters. [1918.]
No. 249. Industrial health and efficiency. Final report of British Health of Munition Workers' Committee. [1919.]
*No. 251. Preventable death in the cotton-manufacturing industry. [1919.]
No. 256. Accidents and accident prevention in machine building. [1919.]
No. 267. Anthrax as an occupational disease. [1920.]
No. 276. Standardization of industrial accident statistics. [1920.]
No. 280. Industrial poisoning in making coal-tar dyes and dye intermediates. [1921.]
No. 291. Carbon-monoxide poisoning. [1921.]
No. 293. The problem of dust phthisis in the granite-stone industry. [1922.]
No. 298. Causes and prevention of accidents in the iron and steel industry, 1910–1919.
No. 306. Occupational hazards and diagnostic signs: A guide to impairments to be looked for in hazardous occupations. [1922.]
No. 392. Survey of hygenic conditions in the printing trades. [1925.]
No. 405. Phosphorus necrosis in the manufacture of fireworks and in the preparation of phosphorus. [1926.]
No. 427. Health survey of the printing trades, 1922 to 1925.
No. 428. Proceedings of the Industrial Accident Prevention Conference, held at Washington, D. C., July 14–16, 1926.
No. 460. A new test for industrial lead poisoning. [1928.]
No. 466. Settlement for accidents to American seamen. [1928.]
No. 488. Deaths from lead poisoning, 1925–1927.
No. 490. Statistics of industrial accidents in the United States to the end of 1927. [In press.]

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No. 237. Industrial unrest in Great Britain. [1917.]
No. 340. Chinese migrations, with special reference to labor conditions. [1923.]
No. 349. Industrial relations in the West Coast lumber industry. [1923.]

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Industrial Relations and Labor Conditions—Continued.

No. 361. Labor relations in the Fairmont (W. Va.) bituminous-coal field. [1924.]
No. 380. Postwar labor conditions in Germany. [1925.]
No. 383. Works council movement in Germany. [1925.]
No. 384. Labor conditions in the shoe industry in Massachusetts, 1920–1924.
No. 399. Labor relations in the lace and lace-curtain industries in the United States. [1925.]
No. 483. Conditions in the shoe industry in Haverhill, Mass., 1928.

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No. 211. Labor laws and their administration in the Pacific States. [1917.]
No. 229. Wage-payment legislation in the United States. [1917.]
No. 285. Minimum-wage laws of the United States: Construction and operation. [1921.]
No. 321. Labor laws that have been declared unconstitutional. [1922.]
No. 322. Kansas Court of Industrial Relations. [1923.]
No. 343. Laws providing for bureaus of labor statistics, etc. [1923.]
No. 370. Labor laws of the United States, with decisions of courts relating thereto. [1925.]
No. 408. Laws relating to payment of wages. [1926.]
No. 444. Decisions of courts and opinions affecting labor, 1926.
No. 467. Minimum-wage legislation in various countries. [1928.]
No. 486. Labor legislation of 1928.

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*No. 266. Seventh, Seattle, Wash., July 12–15, 1920.
No. 307. Eighth, New Orleans, La., May 2–6, 1921.
No. 323. Ninth, Harrisburg, Pa., May 22–26, 1922.
No. 352. Tenth, Richmond, Va., May 1–4, 1923.
*No. 389. Eleventh, Chicago, Ill., May 19–23, 1924.
*No. 411. Twelfth, Salt Lake City, Utah, August 13–15, 1925.
No. 429. Thirteenth, Columbus, Ohio, June 7–10, 1926.
No. 455. Fourteenth, Paterson, N. J., May 31 to June 3, 1927.
No. 480. Fifteenth, New Orleans, La., May 15–24, 1928.

Proceedings of Annual Meetings of the International Association of Industrial Accident Boards and Commissions.

No. 210. Third, Columbus, Ohio, April 25–28, 1916.
No. 238. Fourth, Boston, Mass., August 21–23, 1917.
No. 264. Fifth, Madison, Wis., September 24–27, 1918.
*No. 273. Sixth, Toronto, Canada, September 23–26, 1919.
No. 281. Seventh, San Francisco, Calif., September 20–24, 1920.
No. 304. Eighth, Chicago, Ill., September 19–23, 1921
No. 333. Ninth, Baltimore, Md., October 9–13, 1922.
No. 359. Tenth, St. Paul, Minn., September 24–26, 1923.
No. 385. Eleventh, Halifax, Nova Scotia, August 26–28, 1924.
No. 395. Index to proceedings, 1914–1924.
No. 406. Twelfth, Salt Lake City, Utah, August 17–20, 1925.
No. 432. Thirteenth, Hartford, Conn., September 14–17, 1926.
No. 456. Fourteenth, Atlanta, Ga., September 27–29, 1927.
No. 485. Fifteenth, Paterson, N. J., September 11–14, 1928.

Proceedings of Annual Meetings of the International Association of Public Employment Services.

No. 192. First, Chicago, December 19 and 20, 1913; second, Indianapolis, September 24 and 25, 1914; third, Detroit, July 1 and 2, 1915.
No. 220. Fourth, Buffalo, N. Y., July 20 and 21, 1916.
No. 311. Ninth, Buffalo, N. Y., September 7–9, 1921.
No. 337. Tenth, Washington, D. C., September 11-13, 1922.
No. 355. Eleventh, Toronto, Canada, September 4–7, 1923.
No. 400. Twelfth, Chicago, Ill., May 19–23, 1924.
No. 414. Thirteenth, Rochester, N. Y., September 15–17, 1925.
No. 478. Fifteenth, Detroit, Mich., October 25–28, 1927.
No. 501. Sixteenth, Cleveland, Ohio, September 18–21, 1928. [In press.]

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Productivity of Labor.

No. 356. Productivity costs in the common-brick industry. [1924.]
No. 360. Time and labor costs in manufacturing 100 pairs of shoes. [1923.]
No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1926.]
No. 412. Wages, hours, and productivity in the pottery industry, 1925.
No. 441. Productivity of labor in the glass industry. [1927.]
No. 474. Productivity of labor in merchant blast furnace. [1928.]
No. 475. Productivity of labor in newspaper printing. [1929.]

Retail Prices and Cost of Living.

*No. 121. Sugar prices, from refiner to consumer. [1913.]
*No. 130. Wheat and flour prices, from farmer to consumer. [1913.]
No. 164. Butter prices, from producer to consumer. [1914.]
No. 170. Foreign food prices as affected by the war. [1915.]
No. 357. Cost of living in the United States. [1924.]
No. 369. The use of cost-of-living figures in wage adjustments. [1925.]
No. 495. Retail prices, 1890 to 1928. [In press.]

Safety Codes.

*No. 331. Code of lighting: Factories, mills, and other work places.
No. 336. Safety code for the protection of industrial workers in foundries.
No. 350. Specifications of laboratory tests for approval of electric headlighting devices for motor vehicles.
No. 351. Safety code for the construction, care, and use of ladders.
No. 375. Safety code for laundry machinery and operation.
No. 378. Safety code for woodworking plants.
No. 382. Code for lighting school buildings.
No. 410. Safety code for paper and pulp mills.
No. 430. Safety code for power presses and foot and hand presses.
No. 433. Safety codes for the prevention of dust explosions.
No. 436. Safety code for the use, care, and protection of abrasive wheels.
No. 447. Safety code for rubber mills and calendars.
No. 451. Safety code for forging and hot-metal stamping.
No. 463. Safety code for mechanical power-transmission apparatus—first revision.

Vocational and Workers' Education.

*No. 159. Short-unit courses for wage earners, and a factory school experiment. [1915.]
*No. 162. Vocational education survey of Richmond, Va. [1915.]
No. 199. Vocational education survey of Minneapolis, Minn. [1917.]
No. 271. Adult working-class education in Great Britain and the United States. [1920.]
No. 459. Apprenticeship in building consruction. [1928.]

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*No. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City. [1914.]
*No. 147. Wages and regularity of employment in the cloak, suit, and skirt industry. [1914.]
No. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
No. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
*No. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
No. 204. Street-railway employment in the United States. [1917.]
No. 225. Wages and hours of labor in the lumber, millwork, and furniture industries, 1915.
No. 265. Industrial survey in selected industries in the United States, 1919.
No. 297. Wages and hours of labor in the petroleum industry, 1920.
No. 356. Productivity costs in the common-brick industry. [1924.]
No. 358. Wages and hours of labor in the automobile-tire industry, 1923.
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No. 365. Wages and hours of labor in the paper and pulp industry, 1923.
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No. 498. Wages and hours of labor in the boot and shoe industry, 1910 to 1928. [In press.]
No. 499. History of wages in the United States from colonial times to 1928. [In press.]
No. 502. Wages and hours of labor in the motor-vehicle industry, 1928. [In press.]
No. 503. Wages and hours of labor in the men's clothing industry, 1911 to 1928. [In press.]
No. 504. Wages and hours of labor in the hosiery and underwear industries, 1907 to 1928. [In press.]

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*No. 123. Employers' welfare work. [1913.]
No. 222. Welfare work in British munitions factories. [1917.]
*No. 250. Welfare work for employees in industrial establishments in the United States. [1919.]
No. 458. Health and recreation activities in industrial establishments, 1926.

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No. 284. Index numbers of wholesale prices in the United States and foreign countries. [1921.]
No. 453. Revised index numbers of wholesale prices, 1923 to July, 1927.
No. 493. Wholesale prices, 1913 to 1928.

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No. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia. [1913.]
*No. 117. Prohibition of night work of young persons. [1913.]
No. 118. Ten-hour maximum working-day for women and young persons. [1913.]
No. 119. Working hours of women in the pea canneries of Wisconsin. [1913.]
*No. 122. Employment of women in power laundries in Milwaukee. [1913.]
No. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories. [1914.]
*No. 167. Minimum-wage legislation in the United States and foreign countries. [1915.]
*No. 175. Summary of the report on conditions of women and child wage earners in the United States. [1915.]
*No. 176. Effect of minimum-wage determination in Oregon. [1915.]
*No. 180. The boot and shoe industry in Massachusetts as a vocation for women. [1915.]
*No. 82. Unemployment among women in department and other retail stores of Boston, Mass. [1916.]
No. 193. Dressmaking as a trade for women in Massachusetts. [1916.]
No. 215. Industrial experience of trade-school girls in Massachusetts. [1917.]

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*No. 217. Effect of workmen's compensation laws in diminishing th
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No. 223. Employment of women and juveniles in Great Britain d
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No. 253. Women in the lead industries. [1919.]

Workmen's Insurance and Compensation (including laws relating thereto).

*No. 101. Care of tuberculosis wage earners in Germany. [1912.]
*No. 102. British national insurance act, 1911.
No. 103. Sickness and accident insurance law in Switzerland. [1912.]
No. 107. Law relating to insurance of salaried employees in Germany. [1
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*No. 243. Workmen's compensation legislation in the United State
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*No. 174. Subject index of the publications of the United States Bureau of Labor Statistics up to May 1, 1915.
No. 208. Profit sharing in the United States. [1916.]
No. 242. Food situation in central Europe, 1917.
No. 254. International labor legislataion and the society of nations. [1919.]
No. 268. Historical survey of international action affecting labor. [1920.]
No. 282. Mutual relief associations among Government employees in Washington, D. C. [1921.]
No. 299. Personnel research agencies: A guide to organize research in employment management, industrial relations, training, and working conditions. [1921.]
No. 319. The Bureau of Labor Statistics: Its history, activities, and organization. [1922.]
No. 326. Methods of procuring and computing statistical information of the Bureau of Labor Statistics. [1923.]
No. 342. International Seamen's Union of America: A study of its history and problems. [1923.]
No. 346. Humanity in government. [1923.]
No. 372. Convict labor in 1923.
No. 386. Cost of American almshouses. [1925.]
No. 398. Growth of legal-aid work in the United States. [1926.]
No. 401. Family allowances in foreign countries. [1926.]
No. 420. Handbook of American trade-unions. [1926.]
No. 461. Labor organizations in Chile. [1928.]
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